




3 1761 11649171 3

Government
Publications

Government
Publications



Digitized by the Internet Archive
in 2023 with funding from
University of Toronto

SESSION 1938
HOUSE OF COMMONS

770

17

CA1 XC 2

- 38C58

SPECIAL COMMITTEE

ON THE OPERATION OF THE

Canada

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 1

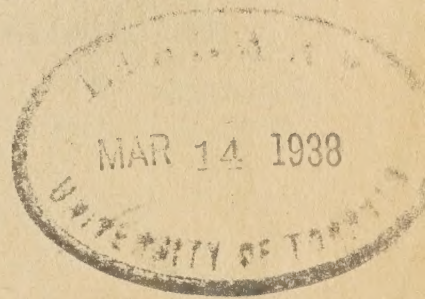
WEDNESDAY, MARCH 2, 1938

WEDNESDAY, MARCH 9, 1938

WITNESSES:

Mr. C. H. Bland, Chairman, Civil Service Commission.

Mr. W. Foran, Secretary, Civil Service Commission.

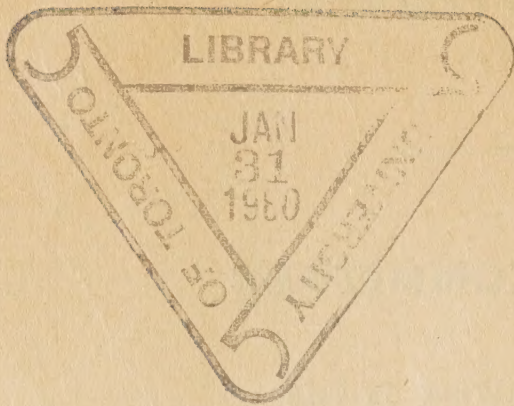


OTTAWA

J. O. PATENAUDE, I.S.O.

PRINTER TO THE KING'S MOST EXCELLENT MAJESTY

1938



MEMBERS OF THE COMMITTEE

Mr. J. F. POULIOT, K.C., *Chairman*

Mr. Betts
Mr. Boulanger
Mr. Brooks
Mr. Clark (*York-Sunbury*)
Mr. Cleaver
Mr. Deachman
Mr. Elliott (*Kindersley*)
Mr. Fournier (*Hull*)
Mr. Glen
Mr. Golding
Mr. Green
Mr. Hartigan
Mr. Jean

Mr. Lacroix (*Quebec-Montmorency*)
Mr. Lawson
Mr. MacInnis
Mr. MacNeil
Mr. McNiven (*Regina City*)
Mr. Mulock
Mr. O'Neill
Mr. Poole
Mr. Pouliot
Mr. Stewart
Mr. Tomlinson
Mr. Tucker

J. P. DOYLE,
Clerk of the Committee.

ORDERS OF REFERENCE

HOUSE OF COMMONS,
TUESDAY, February 22, 1938.

Resolved, That a select special committee of the House be appointed to enquire into the operation of the Civil Service Act, and all matters pertaining thereto, with power to call for persons, papers and records, to examine witnesses under oath, and to report from time to time;

And that Standing Order 65 be suspended in relation thereto, and that the select special committee shall consist of twenty-five members and the following be appointed members of the said committee:

Messrs. Beaubien, Betts, Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Donnelly, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Jean, Lacroix (*Quebec-Montmorency*), Lawson, MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Poole, Pouliot, Stewart, Tomlinson.

Attest.

ARTHUR BEAUCHESNE,
Clerk of the House.

TUESDAY, February 22, 1938.

Ordered,— That the following Bill be referred to the said Committee:—
Bill No. 3, An Act to amend the Civil Service Act.

Attest.

ARTHUR BEAUCHESNE,
Clerk of the House.

TUESDAY, March 3, 1938.

Ordered,—That the names of Messrs. Hartigan and Tucker be substituted for those of Messrs. Beaubien and Donnelly, respectively, on the said Committee.

Attest.

ARTHUR BEAUCHESNE,
Clerk of the House.

TUESDAY, March 8, 1938.

Ordered,—That the said Committee be granted leave to print from day to day 500 copies in English and 200 copies in French of its minutes of proceedings and evidence, and that Standing Order 64 be suspended in relation thereto.

Ordered,—That it be granted leave to sit while the House is sitting.

Ordered,—That nine members shall constitute a quorum.

Attest.

ARTHUR BEAUCHESNE,
Clerk of the House.

REPORT TO THE HOUSE

MARCH 2nd, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act begs leave to present the following as a

FIRST REPORT

Your Committee recommends:—

1. That it be granted leave to print from day to day 500 copies in English and 200 copies in French of its minutes of proceedings and evidence, and that Standing Order 64 be suspended in relation thereto.
2. That it be granted leave to sit while the House is sitting.
3. That nine members shall constitute a quorum.

All of which is respectfully submitted.

J. F. POULIOT,
Chairman.

MINUTES OF PROCEEDINGS

WEDNESDAY, March 2, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m.

Members present:—Messrs. Beaubien, Betts, Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Poole, Pouliot, Stewart, and Tomlinson—23.

On motion of Mr. Beaubien,—

Resolved,—That Mr. Pouliot be Chairman.

Mr. Pouliot took the chair and thanked the committee for the honour conferred upon him.

On motion of Mr. Fournier (*Hull*),—

Resolved,—

1. That the committee ask for leave to print, from day to day, 500 copies in English and 200 copies in French of its minutes of proceedings and evidence, and that Standing Order 64 be suspended in relation thereto.
2. That the committee ask leave to sit while the house is sitting.
3. That the committee request the house to fix its quorum at nine members.

On motion of Mr. Beaubien,—

Resolved,—That a subcommittee on agenda be appointed consisting of Messrs. Pouliot, Elliott (*Kindersley*), Glen, Lacroix (*Quebec-Montmorency*), Lawson, MacNeil, and Tomlinson.

Mr. Tomlinson moved that the Civil Service Commission produce immediately,—

- (a) All files of competitions, including promotions and eligible lists, pertaining to any appointments made or rejected from July 28, 1930, to December 31, 1937, and also any letters of complaint in connection with appointments or otherwise.
- (b) All files in connection with and including all correspondence regarding the personnel of the Civil Service Commission, including individual inspectors, with lists of outside examinations.

In amendment to the foregoing motion, Mr. Beaubien moved that the Civil Service Commission be directed to produce, at the request of any member of the committee, through the clerk of the committee, any file covered by Mr. Tomlinson's motion.

On motion of Mr. Elliott,—

Resolved,—That the motion of Mr. Tomlinson, and the amendment thereto of Mr. Beaubien, be referred to the subcommittee on agenda for consideration and report.

On motion of Mr. Cleaver,—

Resolved,—That the Chairman and the Secretary of the Civil Service Commission be requested to be present at the next meeting of the committee to explain the operation of the Civil Service Act, and to make any suggestions for its improvement which they deem advisable.

On motion of Mr. Boulanger,—

Resolved,—That the Civil Service Commission be asked to produce the file in connection with the recent appointment of a committee clerk to the staff of the House of Commons.

The committee adjourned to meet again at the call of the chair.

J. P. DOYLE,
Committee Clerk.

WEDNESDAY, March 9, 1938.

The Special Committee on the Civil Service Act met this day at 11 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

The following members were present:—Messrs. Betts, Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), Lawson, MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Stewart, Tomlinson, and Tucker—23.

In attendance:—

Mr. C. H. Bland, Chairman, Civil Service Commission,
Mr. A. Potvin, Commissioner, Civil Service Commission,
Mr. W. Foran, Secretary, Civil Service Commission.

The minutes of proceedings of the previous meeting were read and approved.

The report of the subcommittee on agenda was read and approved, and is as follows:—

Your subcommittee begs leave to make the following recommendations:—

1. That Bill No. 3, an Act to amend the Civil Service Act, referred to the committee on February 22, be considered first; and that the Chairman of the Civil Service Commission be requested to be prepared to give facts regarding the effects of this Bill, such as the number of civil servants employed in the province of Quebec who do not speak French, and any other difficulties encountered.

2. That during the taking of evidence members should only question witnesses, and should refrain from argument or debate until the evidence is concluded; also that any irrelevant discussion amongst members of the committee should be deleted from the record, or merely their objection or approval noted.

3. That the motion of Mr. Tomlinson as amended by Mr. Beaubien's amendment thereto, referred to the subcommittee on motion of Mr. Elliott, should be amended as follows: "That any member of the committee shall have the right to request that any file covered by Mr. Tomlinson's motion be placed in the hands of the clerk of the committee for the use of the member requesting the file and all other members of the committee; such files to be retained in the custody of the clerk of the committee and be perused in his office."

All of which is respectfully submitted.

J. F. POULIOT,
Chairman.

A letter from Dr. J. H. Jacobs, Caughnawaga, P.Q., was read to the committee. This letter was a protest against the method of appointments in the Department of Indian Affairs.

The clerk of the committee was instructed to keep a complete list in his office of the files produced.

The committee considered Bill No. 3, an Act to amend the Civil Service Act.

Mr. C. H. Bland, Chairman of the Civil Service Commission; Mr. A. Potvin, Commissioner of the Civil Service Commission, and Mr. W. Foran, Secretary of the Civil Service Commission, were called and sworn. Mr. Foran was examined and retired.

Mr. Bland was examined and retired.

On motion of Mr. Fournier (*Hull*),—

Resolved,—That Mr. Foran file with the committee a list of the classifications of different positions in the civil service.

The committee adjourned at 1.00 o'clock, p.m., to meet again at the call of the chair.

J. P. DOYLE,

Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, Room 268,

March 9, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

THE CHAIRMAN: I will call for the orders of the day.

THE CLERK: Bill No. 3, an Act to amend the Civil Service Act.

THE CHAIRMAN: Mr. Lacroix, will you please come up to the front.

MR. LACROIX: As I explained before, Mr. Chairman, "the object of this amendment is to provide that all employees of the federal government who are appointed to positions within a province or transferred from one province to another, either as temporary or permanent employees, should before being appointed or transferred pass an examination as to their knowledge of the language of the majority of the province. For instance, no one might be appointed to a position in the civil service in the province of British Columbia or Manitoba or Nova Scotia unless he has the requisite knowledge of the English language, and no one might be appointed to a position in the province of Quebec unless he has the requisite knowledge of the French language.

First of all, I must explain to you that I do not want to disturb anybody. The object I have in view is that when they need a man in Quebec from the different departments—Agriculture or Public Works or any department at all—I want them to pick up amongst their employees those that have already secured a certificate from the Civil Service Commission as to their knowledge of the French language. The machinery is already existing. The Civil Service Commission have already two or three employees at their disposal for that purpose. So I really think it is easy to work. As far as the province of Quebec is concerned, I understand that all the examinations are bilingual. As far as the province of Ontario is concerned, everybody must go through an examination as to his knowledge of the English language. In the province of Quebec everybody is supposed to be bilingual—I mean, those that are already in charge in the province of Quebec. But what I am looking at is the transfer of employees from Ottawa to Quebec. What I want to avoid is the fact that in some instances people are transferred from the Department of Agriculture or from the Postmaster General's office to Quebec without having gone through that bilingual examination in the province of Quebec, because they have already passed their examination in Ontario without the obligation of going through an examination as to their knowledge of the French language. That is the purpose of my bill. I think it is perfectly clear. I do not want to disturb anybody. The machinery is already existing. I want to take advantage of it, and I do not want to mention any names. But what I want is that the minister pick up amongst his employees those that are already qualified to take charge of inspections, especially in the Department of Agriculture. That is what I have in view.

HON. MR. STEWART: May I ask Mr. Lacroix to clarify one statement. Did I understand him to say that every person appointed in the province of Quebec under the Civil Service Commission is required to pass a test or qualify as bilingual?

MR. LACROIX: Yes.

Hon. Mr. STEWART: Everybody in the province of Quebec?

Mr. LACROIX: Exactly.

Hon. Mr. STEWART: All the appointments?

Mr. LACROIX: Yes.

Hon. Mr. STEWART: I was not aware of that.

Mr. BROOKS: Might I ask Mr. Lacroix a question regarding the province of Quebec and the officials from the Department of Agriculture who were sent there and who were English speaking? Was it his objection that the people in certain parts of the province did not get the benefit of the work they were doing on account of their not being able to speak the French language? Is that his chief objection?

Mr. LACROIX: The objection is this: Up to now practically all the inspectors that have been sent in to the province of Quebec have not been familiar with the French language, and they have been in contact with the people down there. I want to answer one question of Mr. Stewart's. All the examinations must be bilingual in the province of Quebec. But suppose all those that are called to secure a position are not bilingual. They have no control in the commission up until now; and I am talking about the law as it is and the rules of the Civil Service Commission as they are.

Hon. Mr. STEWART: You are speaking of the regulations?

Mr. LACROIX: I think that is the regulation.

Hon. Mr. STEWART: I am sorry that I have not had time to read the Act. I do not know whether that is the regulation or not.

Mr. LACROIX: I am just speaking about the regulation.

Mr. FOURNIER: We had better ask Mr. Foran.

Mr. MULOCK: We might ask the secretary of the commission.

Mr. LACROIX: He is here.

Mr. FOURNIER: We would ask that Mr. Foran be heard about this regulation, about the examinations in the province of Quebec; then we will know whether Mr. Lacroix is right.

Mr. FORAN: I think commissioner Potvin has made a special study—

Mr. MACINNIS: If he is going to give evidence, he had better come to the front.

The CHAIRMAN: This is just preliminary, but if you want Mr. Foran to sit up here, all right.

Mr. MACINNIS: I think it would be better. The chairman is here.

The CHAIRMAN: Just a minute, Mr. Foran, please. First of all, it was understood that Mr. Bland would be heard first on this bill, and now Mr. Fournier suggests that Mr. Foran be heard. Now, gentlemen, you must come to an understanding. Otherwise I will ask what is the desire of the committee about hearing first either Mr. Foran or Mr. Bland.

Mr. FOURNIER: I have no preference as to which gentleman is going to be heard first, if he knows all about the regulations.

Mr. FORAN: I think Mr. Bland is going to be heard first as a witness, not on this particular bill. I suggest myself that the proper person to consult with regard to this particular proposed legislation would be the French commissioner, Mr. Potvin, because he has made a special study in the province of Quebec since he became commissioner, and I think he is in a position to give you first-hand information as to the conditions that exist there. With regard to Mr. Lacroix's statement about bilingual qualifications, I may say that the examinations are held throughout Canada. A candidate writing in British Columbia or a candidate writing in Ontario may take this examination.

The CHAIRMAN: Mr. Foran, if you are going to make a long statement, I will ask you to come up here and be sworn, just as a regular witness.

Mr. FORAN: I was going to suggest on this point—

The CHAIRMAN: This is naturally somewhat informal, but I want every witness to speak in the regular fashion. If there is any explanation that comes here and there, it is all right. But if there is a long statement, I will have to proceed regularly.

Mr. FOURNIER: I move on the suggestion of the secretary, that Mr. Potvin be called and sworn, and that we listen to him.

The CHAIRMAN: Is that the desire of the committee?

Mr. GREEN: Mr. Foran was just going to clear up that one point. He is half-way through and he is in the rut. Personally, I would like to hear the balance of his explanation with regard to these bilingual examinations.

Mr. FOURNIER: No, he is not a witness.

Mr. GREEN: Why should he be chopped off in the middle of his explanation?

The CHAIRMAN: Oh, no. That is not the intention.

Mr. FOURNIER: He is not a witness in the box. Let him explain in the box if he wants to be the first witness.

The CHAIRMAN: No. You see, Mr. Green, we are here to obtain evidence and the evidence must be given in the regular way. You are a member of the bar and you know very well that when a witness is called and can give illuminating evidence, he is put in the box and sworn just as any other witness. I do not wish to be discourteous to Mr. Foran, but I want to proceed regularly in order not to be blamed any more. Everybody will have an opportunity to say what he wants to say. The only trouble is to decide how it will be said.

Mr. GLEN: May I make the suggestion that if there is a man in the committee room who is fully seized of the point raised by Mr. Lacroix, he is the man who should be the witness.

Mr. CLEAVER: I second that.

Mr. GREEN: Mr. Chairman, Mr. Lacroix made a statement with regard to examinations in the province of Quebec.

The CHAIRMAN: Yes, sir.

Mr. GREEN: I know nothing about the civil service situation whatever.

The CHAIRMAN: I do not either.

Mr. GREEN: Mr. Foran is here to-day. I suggest that he be sworn, if necessary, and allowed to explain that particular question; then we have the facts. It is only a matter of a minute or two. Then we can go on with the rest of it.

Mr. LACROIX: I will be very glad to hear Mr. Foran, because he may advise us and give us the exact situation. That is what I understood.

The CHAIRMAN: Is it your desire to hear Mr. Foran on that point?

Some Hon. MEMBERS: Yes.

Mr. MACNEIL: May we have the chairman of the commission sworn at the same time so that we may ask him questions, Mr. Chairman?

The CHAIRMAN: Certainly.

Mr. FOURNIER: I would suggest that Mr. Potvin be sworn also.

CHARLES H. BLAND, Chairman, Civil Service Commission, sworn.

A. POTVIN, Commissioner, Civil Service Commission, sworn.

W. FORAN, Secretary, Civil Service Commission, sworn.

By Mr. Lacroix:

Q. Mr. Foran, are the examinations in the province of Quebec all bilingual?—A. They are bilingual throughout Canada. A candidate may take the examination in the French language in British Columbia, in Prince Edward Island or in Nova Scotia. All our examinations are held in the two languages.

Q. But what I mean is this: to obtain a situation in the province of Quebec they are forced to pass their examinations in French as well as English?—A. No; they may take the examination in English or French. If the department requires bilingual employees, they say so, and we appoint only a candidate who is bilingual, and he is usually a French-Canadian. There are very few English-speaking candidates who take the examination in French.

By Mr. MacNeil:

Q. Under what regulation?—A. Under the law. The law provides that all examinations throughout Canada should be held in the two languages.

Q. Under what section does it specifically come? On page 9, which I have in front of me, it is indicated that the candidate has the option of choosing which language he wishes to write?—A. That is right; he is not required to take it in any particular language.

By Mr. Fournier:

Q. It is optional with the candidate?—A. Yes, throughout Canada, not only in the province of Quebec.

By Mr. Lacroix:

Q. But, as a matter of general policy, they are not supposed to appoint anyone in the province of Quebec who is not bilingual?—A. Oh, yes, we appoint according to the requirements of the department. At one time we had hundreds of employees in the province of Quebec who spoke only one language. To-day the number is not quite so large because there has been quite a change in that respect in the last five or six years.

Q. But it will be easy to organize the necessary machinery to have those who are supposed to be transferred into the province of Quebec go through an examination by the Civil Service Commission?—A. Yes. The transfers have been very carefully checked in recent years. It was not so at one time, because the language question was not so acute some years ago, as you know yourself; but in recent years a proposed transfer is always carefully checked by the Civil Service Commission. If the commission is satisfied that the man to be transferred should have a knowledge of both languages, they usually take that up with the department, and the responsibility, in the last analysis, rests with the department as to whether or not they will take a man who is bilingual or insist upon having this particular man transferred there because of some special qualifications which he possesses and which those bilingual applicants or employees who might be available do not possess.

Q. Do you think it will be easy to apply this bill?—A. Of course, I think before we decide on that we should take it up with the department. We should have a conference with the department to see to what extent it would affect the public service if you insisted that all employees be bilingual.

By the Chairman:

Q. Mr. Foran, the qualifications of the candidate are always set by the department concerned?—A. Yes, after consultation with the commission.

[Mr. W. Foran.]

Q. And is the bilingual qualification decided by the department or by the commission?—A. It is decided by the department. The commission have taken the stand that if the department say that a knowledge of the two languages is not necessary, then it is not advertised as bilingual.

Q. Suppose there is a vacancy in any department and the position is advertised; how is the notice of vacancy drafted? By whom is it drafted? How does the Civil Service Commission and the department get together to decide upon the qualifications of the candidate for any position?—A. If it is a classified position the ordinary requisition is sent in and we advertise it; but if it is in the province of Quebec the rule now is to ask the department if it is to be bilingual. And, as I say, in a great many cases the bilingual qualifications are insisted upon. Whenever we have a vacancy in the province of Quebec, and it is a classified position where we have the qualifications and the duties and the salary all ready, we ask the department if it is to be bilingual.

By Mr. Lacroix:

Q. And they nearly always ask for a bilingual man?—A. Yes, they do. There has been a great increase in recent years.

By the Chairman:

Q. Therefore the government and the commission have agreed on the principle of the bill of Mr. Lacroix for the future?—A. They have agreed to this extent: that they will ask—I think you said a moment ago that no opinions were to be expressed, but I think the law is all right, if it is so qualified that the government and the commission will still have the right to say whether a man must possess the two languages if he is transferred to the province of Quebec.

Q. How does any department of the government get in touch with the commission to decide upon the qualifications of any candidate?—A. We classify it if it is a new position, but if it is an existing position which is already classified—

Q. You use the former advertisement?—A. Yes. All positions in the public service are now classified. If it is a new position in the province of Quebec that is being created, then we send our investigator to the department and after consultation with the department we set up the schedule of qualifications; that is, duties, qualifications, salaries, line of promotion, and so on. Now, if that is to be bilingual, and the department say so, we include that in the classification.

Q. Then, Mr. Foran, does the investigator get in touch with the deputy minister or the chief of the branch?—A. In the last analysis the deputy minister has got to approve the classification or schedule which is sent to him when it is completed by the commission.

Q. But the investigator deals with the chief of the branch?—A. Usually.

Q. Subject to the ratification of the deputy minister?—A. Yes.

By Mr. Lacroix:

Q. May I say that ninety-five per cent or more of those who are passing their examinations in the province of Quebec must be bilingual?—A. I do not know exactly what the percentage is, but we could determine that. I think it is much higher now than it was, but I could not say exactly whether that is correct.

Q. It is about that, is it not?—A. I would not like to say definitely. We will ascertain that and give you the information later. Mr. Potvin can probably answer that question.

By Mr. Fournier:

Q. If I understand the procedure it is that the department makes a requisition to the Civil Service Commission for an appointment or a promotion within the province?—A. Yes.

Q. If the department does not ask for a bilingual employee, the commission just follows the general regulation?—A. At the present time, that is not the rule. We ask if it should be bilingual.

Q. Have you anything in your regulations pertaining to that?—A. There is nothing in the regulations. That is an unwritten rule that we have adopted within the last two or three years. That is to avoid a great deal of controversy after the position is advertised, because once it is advertised, we do not like to have to re-advertise it. It is not fair to the candidates.

Q. You just take the general classification of the position?—A. Exactly.

Q. And if the department does not ask for a bilingual employee it is up to the commission to appoint an English speaking employee or a French speaking employee or a bilingual employee?—A. If the department says a bilingual appointee is not necessary, we advertise it is open to all candidates. That does not mean, of course, that a French-Canadian may not win the position. The best man will be appointed, regardless of the fact that he is bilingual or otherwise. In many cases, where that position is not advertised as bilingual, a French-Canadian is appointed.

Q. But I understand the commission leaves to the department the decision as to the language qualification of the candidate?—A. After all, they are better acquainted with the conditions in that particular locality, they are better acquainted with the duties of the position, and, for that reason, they are in a better position to decide what qualifications are necessary, especially on that particular point as to whether the employee should be bilingual or not.

Q. I understand that this bill came up because there were complaints against certain departments sending men to the province of Quebec who could not understand French.—A. Of course, that is a very unwise thing to do. I do not see how an employee could be expected to carry on his duties efficiently if a knowledge of the two languages is necessary. I should imagine the department would take that into consideration before transferring. We have had many cases where they propose to do that and where the transferee was not familiar with the two languages, and after discussing it for some time we came to the conclusion that the man whom it was proposed to transfer was the only man that could discharge the duties and that it was not essential that he should be able to speak both languages because he had very little contact with the public. Where an official has contact with the public, I think it is very desirable that he should know both languages.

Mr. LACROIX: I think it is most important.

The WITNESS: Yes, certainly.

Mr. LACROIX: Not only desirable.

The WITNESS: I would say "necessary" if you like.

By Mr. Fournier:

Q. Apparently there were complaints against certain departments sending employees that could not understand the language of the people with whom they were dealing. Admitting this were true, do you not think that a bill in the nature of Mr. Lacroix's bill would help to clarify the situation?—A. Of course, I would like to see the bill as finally approved before I would commit myself on that. I think it would be very unwise to tie up appointments so effectively that no one but a man who could speak the French language be appointed in the province of Quebec.

[Mr. W. Foran.]

Mr. LACROIX: My bill does not mean that; my bill means that they must be bilingual. Of course, they must go through an examination.

The WITNESS: Quite so.

Mr. LACROIX: The bill covers both points.

The WITNESS: I think for the general run of appointments certainly they should have a knowledge of the two languages, and I think the commission recognize that and are administering the law with that object in view. You have had complaints, no doubt, Mr. Lacroix, but I do not think there were very many of them.

Mr. LACROIX: That is another point.

By Mr. Fournier:

Q. You say that within the last two or three years the commission has been getting in touch with the department in nearly every instance to see if they wished a bilingual employee?—A. Yes; that is the fact.

Q. There is no rule or regulation adopted by the commission?—A. Yes; Mr. Potvin convinced his colleagues that the rule was not only desirable but advisable and necessary, and we have done that.

By Mr. MacNeil:

Q. And the authority now exists in the Act for that?—A. Yes.

By Mr. Jean:

Q. There is no special by-law to that effect?

By Mr. Lacroix:

Q. There is no special by-law to that effect?—A. No regulation.

By the Chairman:

Q. A common agreement?—A. Yes, it is an agreement in the commission, an unwritten rule in the commission. If we happened to advertise without taking that precaution some of the examiners or whatever official was responsible for not making the enquiry would be called on the carpet, of course, and the position would be re-advertised if it were ascertained that the position should be bilingual.

By Mr. Mulock:

Q. You mean enquiries would be made of the deputy minister?—A. Yes; all letters are addressed to the deputy minister. We do not deal with heads of the departments in an official way.

Q. The deputy minister is the one that decides?—A. Exactly.

By Mr. Fournier:

Q. Suppose Mr. Lacroix would consent to modify his bill by changing certain words and instead of saying “—by examination, in the knowledge and use of the language of the majority of the citizens of such province—” he put in “the bilingual.”

Hon. Mr. STEWART: Now, Mr. Chairman, does not that bring up a point as to whether we are to ask the witness to express an opinion on what after all must in the final analysis become a matter of policy for the government and for parliament? I think that what we ought to do in justice to ourselves is to get from the witness the facts, the practices and rules and then leave parliament free and untrammelled by any opinion from any official as to what line of action it should take.

The CHAIRMAN: I ask you, Mr. Fournier, not to insist on opinions from the witness. As I said before we arrive at our own opinion after having heard the facts.

Hon. Mr. STEWART: That is the point.

The CHAIRMAN: I do that with great sorrow and pain.

Mr. FOURNIER: I withdraw my question.

Mr. LACROIX: Mr. Chairman, may I ask a question.

The CHAIRMAN: Yes.

By Mr. Lacroix:

Q. Are you aware of the fact that many inspectors from the department of agriculture are sent to Quebec without any knowledge at all of the French language?—A. I think that is true.

Q. You know they come in contact with only French people?—A. If I may be permitted to make a suggestion, I think Mr. Potvin would be the proper man to whom to address that question because he has made a study of the conditions. He realized some time ago that this has become an acute question in the province. He went into the facts and I believe he is in a better position to advise you than I am.

Q. Don't you think, Mr. Foran, if we imposed upon all these inspectors or a certain number of them the necessity of their going through an examination by the commission as to their knowledge of the French language and then issue a certificate to them it would be easier for the minister to transfer these men who have to work in the province of Quebec?

Mr. MULOCK: That is an opinion.

The WITNESS: That is what I was going to suggest. You do not want any opinions from the witnesses.

The CHAIRMAN: It is not I; it is the desire of the committee.

Mr. GLEN: Why not follow the suggestion of Mr. Foran?

Mr. CLEAVER: I have just one question to ask if I may.

By Mr. Cleaver:

Q. Mr. Foran, since this unwritten law that you refer to has been put into practice by the commission, do you know of any appointments that have been made since which have not been satisfactory, because it does seem to me, Mr. Chairman, that if this practice has been established and is working satisfactorily we should know about it, and if it is not working satisfactorily we should have the actual instances where it has not worked satisfactorily. Then from these instances we should bring in our report. Now, do you know of any instances since the new unwritten law has been put into force by the commission which have not worked satisfactorily?—A. No, I think the attitude of the commission has been carried out and the thing has worked out very satisfactorily.

By Hon. Mr. Lawson:

Q. I want to ask a question. I notice the amendment proposed to section 20 by this bill speaks of the "local positions." I should like to ask the witness if there is any definition in the Civil Service Act of the words "locals" or "local positions"?—A. That has been a moot question ever since your committee was in action, and just before I left the office the question was discussed. That is one of the points that Mr. Bland, the chairman, intends to deal with. It has been a very difficult problem, and we are going to propose a new clause which we think might cover it in the line of the conditions which we meet. We have had great difficulty with regard to that particular section of the Act.

[Mr. W. Foran.]

Q. You propose a new clause which will define the word "local"?—A. A little more clearly and widely than the present one.

Hon. Mr. LAWSON: I suggest to you, Mr. Chairman, that we are hardly in a position to consider this amending bill on its merits until we know what the word "local" or "local position" means.

Mr. FOURNIER: Subsection 3 of section 21 describes the meaning of the word "local." It is mentioned in the Act. The Act reads as follows:—

Except as to appointments to positions in the headquarters of the several departments and other portions of the civil service at Ottawa, the appointments to any local positions in any province shall, so far as practicable, be made from bona fide residents of such localities.

The WITNESS: Our difficulty is in defining the word "localities." If we go into another constituency there is—

Mr. FOURNIER: Would not that be provincial?

The WITNESS: Provincial? That has nothing to do with provincial.

Hon. Mr. STEWART: Would not the reasonable meaning of a local position be this: suppose there was an appointment to be made in the city of Toronto in the permanent regular service of the customs department, permanent in the locality in which the appointment is made, would that not be clearly local? Take my own town, for instance, Brockville. Suppose there was a position in the customs department there; would not that be local?

The WITNESS: Of course, it depends on the meaning of the word.

Mr. MULOCK: While we are on that question, Mr. Stewart has brought up the question of locality and submits the city of Toronto and other large centres as examples. But, the customs department in Toronto does not look after Toronto alone; it looks after the whole area. The post office department is not for the city of Toronto alone; it is the postal district and covers not only Toronto but the county of York and surrounding ridings. I do not think that defining the city of Toronto as entirely local is correct.

Hon. Mr. STEWART: You are right.

Mr. MULOCK: If you did that it would make it impossible for anybody to get in the civil service from the country.

By Mr. Fournier:

Q. As a matter of fact, Mr. Foran, bilingual employees in the province of Quebec are more effective than if they possessed only one language?—A. That is an opinion again.

Mr. BETTS: That is a question of opinion.

The CHAIRMAN: Are you through, Mr. Fournier?

Mr. GREEN: Mr. Chairman, may I ask the witness one other question?

By Mr. Green:

Q. Take the case of a research worker in the department of agriculture who may be doing research work on one particular subject say in British Columbia, and then for the purpose of his work it is necessary to transfer him to Quebec to work on the same problem there. By virtue of the nature of his work he would not be in contact with the public to any extent. Now, as I read this bill, it means that this man could not be transferred to the province of Quebec to continue his research work unless he were bilingual. I do not suppose that was the intention of the mover of the bill. I am sure there are cases of that type, and I believe this present bill would prevent that man from being transferred to Quebec to continue his research work.—A. It would be quite conceivable there would be many cases of that type in the course of time.

If you pass the bill in its present form and tie up the appointments in that way I think it would not be in the public interest; I think it would be detrimental to the public.

Mr. JEAN: I object to that word.

Mr. LACROIX: I object to your saying it would not be in the public interest.

The WITNESS: I do not think it would be in the public interest to have the government tied up by a law of that character.

Mr. BETTS: I have raised my objection, Mr. Chairman, and that is all I have to say.

By Mr. Brooks:

Q. Just to clear up the question of the application of this unwritten law, I understand, Mr. Foran, that it applies particularly to the province of Quebec. Now, as I read this bill it speaks of the language of the majority of the citizens. I have in mind other provinces, particularly my own province of New Brunswick. As Mr. Foran probably knows, and other gentlemen as well, we have in the province of New Brunswick a population of about thirty-five per cent French speaking and sixty-five per cent English speaking citizens. If this Act went into force it would mean that people in the counties of Madawaska, Kent, Gloucester and other sections of the province, which are just as French speaking as the province of Quebec, would not have an opportunity of writing the examination in their own language. They would be compelled to write in English.

Mr. FOURNIER: No.

Mr. BROOKS: That is what the Act says. It says "the use of the language of the majority of the citizens of such province."

Mr. LACROIX: It does not prevent them from using a man who is bilingual.

Mr. FOURNIER: Take the next section.

Mr. BROOKS: I know, but in the province, as Mr. Foran has explained, they write the examination in both languages. In Madawaska county they are given their choice and they write their examination in the French language and receive the appointment. To-day if they are transferred, as I understand it, under this unwritten law, to the county of Madawaska, we will say, the department is consulted and invariably a French speaking person is sent to that section to look after the work. It seems to me a very admirable situation at the present time.

Mr. LACROIX: The law does not prevent that at all, because they may call in a bilingual employee as they see fit. As far as the objection raised by one of my hon. friends with regard to the research bureau is concerned, I may say that I am well acquainted with the facts in that department, and the department is sending mostly French-Canadian people to do research work, because they are in close contact with the population; so I do not think it would be a real objection to the bill.

Mr. GREEN: A research worker of the type to which I referred does not come in contact with the public at all. These research workers are working on particular problems. Some of them may be working on diseases to spruce or pine trees.

Mr. LACROIX: Those in charge of the research work in French Canada to-day are French.

Mr. GREEN: There must be many instances in which a man is simply assigned to work in the laboratory.

Mr. LACROIX: I will tell you why it is much preferable. He should be a French-Canadian because he must be in close touch with the personnel of the departments with whom he will have to collaborate with respect to securing

[Mr. W. Foran.]

information and data. Of course, they have always followed that policy insofar as the Research Bureau is concerned. They could not proceed otherwise.

What I mean to say is this, as a general policy that regulation has been followed, but there are many cases in which they have been sending inspectors—especially in the Department of Agriculture—who go into a district where there are only French people. For instance, one of my colleagues here, the honourable member for Bellechasse, could give you examples of just what I mean with respect to his county. I have some of the same cases in my own county, in my own riding. That is the thing I have been taking up with the department here at Ottawa; that these people should have some certificate from the Civil Service Commission as to their knowledge of the French language. I think it is only fair and reasonable. What I am asking for in the bill does not touch anybody, I do not intend to disturb anybody; but I want through that amendment to evade the mistakes that have already been made in different departments. And I am telling you that frankly, my colleagues, that it is the best policy to follow if we want to promote real unity in Canada. We are all Canadians, and we want to secure that spirit which is the foundation of the unity of our country. That is why I am asking that this bill should be adopted unanimously by the House of Commons, as far as principle is concerned, and supported by the honourable the leader of the opposition and the leader of the government. I think you already have in your hands the machinery with which to go through with it. We have the admission from Mr. Foran himself that he is still aware that there have been many inspectors sent to the province of Quebec, especially in connection with work in the Department of Agriculture, who have had no knowledge at all of the French language. I think that is a mistake.

By Mr. Mulock:

Q. Have there been any recent cases brought to your attention?—A. There are one or two questions of that kind before us. Mr. Potvin could advise you about that better than I could.

Mr. BOULANGER: Might I be permitted to answer the objection raised by Mr. Green? To my mind this bill presented by Mr. Lacroix does not apply to cases of the kind that Mr. Green was speaking about. Mr. Lacroix's bill would apply to a man who is engaged permanently to exercise his functions in the province of Quebec. It would not apply in the case of a scientist because he would be a trained specialist sent from headquarters at Ottawa to do some special research work in the province of Quebec. In other words, he would be there only in a temporary capacity. He would only be engaged on some special investigation in the province of Quebec. He would not be a man who would be employed to work with people in the province of Quebec; as I said, he would be a special man sent from headquarters at Ottawa who would have one particular angle of investigation to carry out in the province of Quebec. Mr. Lacroix's bill would not affect him at all. What Mr. Lacroix has in mind is those employees who are permanently established in the province of Quebec, sent there to stay for a number of years and to exercise their functions in the province of Quebec; people who would come in daily contact with the people of Quebec. Mr. Lacroix mentioned a case in his county. I will give you one, without mentioning any names. There is a bull-grading inspector who comes down into our county every year. He does not know a word of French except "bon jour," "merci beaucoup"—or something of that kind. He has to carry an interpreter around with him. In my opinion it is unwise to do that. It is not a matter of raising a race cry or anything like that, it is a matter of the efficiency of the service. How can that man be efficient? How can he explain the workings of the Act? How can he give information to the

farmers? How can he explain his work? How can he give any instruction? How can he show the benefit of the Act to the farmers? He does not understand them and the farmers do not understand him. I have heard of cases like fruit inspectors, insect pest inspectors, and even of veterinary surgeons. I have been told by Mr. Potvin, or Mr. Foran—I cannot say whether it is true or not, it has been reported to me—that in the Lake St. John district they sent a veterinary surgeon to test cows for tuberculosis and he had to use interpreters. He could not talk to the farmers. He could not tell the farmers why he had been sent to their farms, why he needed to inspect their cows, or why he needed to inject something into their calves. He could not even explain that to the farmers. You see, it is absurd.

Mr. MACNEIL: That is evidence, and I think it should be included in the report as evidence. I do not think it should be dealt with as discussion and deleted.

The CHAIRMAN: This is evidence. There is no doubt about that.

Mr. BOULANGER: I am not giving it as evidence. I am giving it as an example of the way in which it has worked through the years. The commission can say whether it is true or not. They have the facts and they can say as to that.

Hon. Mr. STEWART: It seems to me that there are two things which we must recognize here. In the carrying on of government there are two branches, the legislative, and the administrative. And sometimes it is a little hard to tell just where one begins and the other ends. Now, the administrative is, I was going to say, almost as important as the legislative; and I think I am right. Whether this is an administrative matter or a legislative matter seems to me to go right to the root of the whole question. To make it legislative ties the hand of the department, makes it rigid; and I am satisfied will defeat the very object Mr. Lacroix has in mind. I think as an illustration we can take a statute passed by parliament leaving to the Governor General in Council the carrying out of the details and the making of regulations. Now, I cannot think that the position that is taken by Mr. Lacroix is not in the main sound; that a man who goes into the province of Quebec and goes into a French-speaking community should be able to speak to the people in their own language; and the same thing in any other province would be true. But I do submit to you, Mr. Chairman, and to this committee, that the remedy is in the administration of the Act. What you want is wise administration, and I cannot think that any minister of the Crown, if it were brought to his attention that a practice such as Mr. Boulanger refers to existed, would not at once see that it was remedied.

The CHAIRMAN: Hear, hear.

Hon. Mr. STEWART: It seems to me that the remedy is in the administration and not in rigid legislation. I think we will introduce abuses, we will tie our hands, if we try to crystallize in the form of legislation something that is better left to wise administration.

Mr. BETTS: Might I just, with the idea of trying to understand and follow the object of Mr. Lacroix' bill, discuss it for a moment with him. As my honourable friend Mr. Brooks pointed out, in the province of New Brunswick, the language of the majority is English, but there are many counties and districts where French is spoken exclusively.

The CHAIRMAN: Yes.

Mr. BETTS: Ohat applies as well, of course, in Ontario. As Mr. Lacroix knows, in the county of Essex there are many townships in which French is spoken exclusively. The objects of the bill as I understand it, as explained by Mr. Lacroix, and as developed by Mr. Boulanger, are these; that any public

[Mr. W. Foran.]

servant shall be able to converse with the public that he meets in the language which they understand, be it French or English. And I think we are all agreed that it is a very desirable objective and one which should be furthered; but as the bill now reads no one can be appointed or transferred to Ontario unless he is familiar with the English language, that is correct?

The CHAIRMAN: Exactly.

Mr. LACROIX: My bill does not affect these people, because the minister has still the power to send a bilingual man anywhere in the province of Ontario or New Brunswick, if he sees fit and if one is needed.

Mr. BETTS: My point is just this—

Mr. LACROIX: But he must know the language of the majority, which is, of course, English in the province of Ontario or in New Brunswick, do you see.

Mr. BETTS: Just wait a moment, please; I do not think you have got my point. I am trying just to get a clear understanding of this. I say that as the amendment now reads nobody could be sent into Ontario, or promoted, unless they were conversant with English; is that correct?

Mr. LACROIX: Yes.

Mr. BETTS: Then you would have this result, that no one could go into these townships in Essex county where French is spoken exclusively unless he was conversant in English.

Mr. LACROIX: I am not afraid of that.

Mr. BETTS: Just a moment please. Would not the object of your bill be further advanced if instead of the language as it reads now: "Unless such candidate or employee has qualified, by examination, in the knowledge and use of the language of the majority of the citizens of such province," if you were to substitute for the word "province" the word "locality". My point is this: what you are trying to arrange for is that these people who are appointed to the civil service and who have to deal with French-speaking people shall be able to speak French, and e converso, that everybody who is appointed to a position in the civil service where English is spoken shall be able to speak English. Therefore, it seems to me that it is not so much the province about which you are principally concerned as it is the district in which the civil servant is to operate.

Mr. LACROIX: I do not think I shall object to the word "locality" because that would cover the point, do you see.

The CHAIRMAN: The word "locality" would make the bill much broader. It would mean that it would apply to Essex county, and to Madawaska-Restigouche, to Kent, and Gloucester, do you see; and the fact that a civil employee speaks one language does not mean that he cannot speak the other, and a bilingual man could go anywhere provided he could speak the language of the people with whom he would be coming into daily contact.

Mr. TOMLINSON: Mr. Chairman, we have not defined "locality" as yet.

The CHAIRMAN: Yes, we have.

Mr. LACROIX: The word "locality" is defined by the general law directing the Postmaster General's office, as already pointed out by Mr. Mulock.

Mr. MACINNIS: I am not sure that by discussing this matter in this fashion that our main difficulty will be met, or that we will find it any easier to come to a conclusion in the matter. The Civil Service Commission was appointed, I believe, to facilitate the administration of government business, and the Civil Service Act was designed for the same purpose. Now, suppose in order to give us a better understanding of the various facts concerned in this amendment we ask the Civil Service Commission to make a report on how it would affect the administration of affairs. Then we would have some understanding as to whether

this amendment was something that would be of advantage to the Dominion of Canada or otherwise. Personally, at the moment I do not find myself able to express an opinion as to whether the adoption of the amendment would be a good thing or a bad thing. I realize that there are many things that enter into the selection of a civil servant other than language, and possibly if you were to pass a bill of this kind you would make it much more difficult to select competent civil servants. I think we should ask the Civil Service Commission to make a report for the convenience of the committee on the effect that this bill would have on the appointments that are to be made, then I think we would be able to get on much better than we are getting on this way.

The CHAIRMAN: Thank you, Mr. MacInnis, I will ask a couple of questions if you don't mind.

Mr. LACROIX: My idea in this bill is to crystallize the law, do you see; and, I tell you why, because for the last fifty years and right up to the present time we have been fighting for that. To my mind doing what Mr. MacInnis suggests, referring the matter to the Civil Service Commission for a report, just means one more delay, and I for one want to avoid that.

Mr. MACNEIL: I am concerned about the position, under the bill as it is before use, of certain men who possibly may be deprived of their positions; men in positions where they are not required to speak the French language. For instance, would your bill apply to ex-service men say in the city of Montreal or in the eastern townships; would the provisions of your bill exclude them from the right of appointment as caretakers of public buildings.

Mr. LACROIX: Not a bit.

Mr. MACNEIL: You say no?

Mr. LACROIX: We have French-speaking veterans who are quite capable of doing that kind of work.

Mr. MACNEIL: I don't mean that. I mean the cases of English-speaking veterans who are unable to pass a bilingual test—

Mr. LACROIX: I do not think it would be fair to the people to appoint a man in charge of, we may say, a drill hall or a post office without his being acquainted with the French language.

Mr. MACNEIL: I am referring to a man who is a caretaker, who is not required to meet the public but who is unable to pass the bilingual test, yet who has resided in that community for some time and managed to get along with his French speaking neighbours quite satisfactorily. The point is that he may not be able to pass the bilingual test set by the commission. Should he be denied, under your bill, the right to apply?

Mr. LACROIX: I think in the appointment of a man in the province of Quebec, it is better to ask him to pass an examination as far as the French language is concerned, if he is in charge of a building or a public building, because he is in contact with the public. That does not interfere with the general law which says he must be bilingual.

Mr. MACNEIL: Then your bill would exclude English speaking veterans.

Mr. LACROIX: Yes.

Mr. GREEN: In Montreal would it exclude English speaking veterans, where there are two or three thousand?

Hon. Mr. LAWSON: Unless he could qualify.

Mr. LACROIX: They have only to qualify in French; that is all.

Mr. JEAN: I do not think there is a place in the province of Quebec where they are not French speaking. They have to speak French in Quebec. That is a point that should be understood very clearly. You were speaking of Montreal and of the eastern townships. It is a fact to-day that the majority

[Mr. W. Foran.]

in the province of Quebec are French speaking, so that public servants should speak French in the province of Quebec. That is what we are seeking.

Mr. MACNEIL: No Englishmen need to apply.

Mr. JEAN: The Englishmen would have to be French speaking.

Mr. GREEN: So, for example, the caretaker of the Royal Black Watch Regiment in Montreal would have to be bilingual.

Mr. FOURNIER: I object, Mr. Chairman. We are trying to consider a bill. I object to Mr. MacNeil, I believe his name is, passing any remarks that will go on record to the effect that "no Englishman need apply". I could turn around and say that in Toronto no Frenchman need apply, but I do not say that. Do you think if we take that attitude we will get anywhere? If I were in Toronto, and I had the qualifications to be a caretaker but I do not speak English, do you suppose that I would have a chance to be appointed as caretaker? I do not think I would have a chance. This is not a language question. We want to give service. The people are paying money to the government to have public services. If they cannot get the services with the money they are paying, we are losing a lot. For example, Mr. Boulanger mentioned his riding where they sent an English speaking expert to examine bulls. It might be a good thing if the people could understand them, but if they do not understand them, we are spending money uselessly. If you send a man who cannot understand the people with whom he is dealing—I think he should not be employed—his salary is paid to no good purpose. But Mr. Lacroix's bill, to my mind, should be amended to a large extent. I could give you one idea. There are people working in the civil service in Ottawa from my constituency—eight hundred, I think—coming under the Civil Service Act. If you insist that in Ontario all my eight hundred people should know both languages, I do not know what the effect would be.

Mr. LACROIX: I do not see the necessity for any amendment to my bill, because it covers the whole case. I am just mentioning those that are transferred. That will not touch at all those who are in positions. It will not disturb anybody at all.

Mr. FOURNIER: This Act would apply only to the few.

Mr. LACROIX: Of course.

Mr. FOURNIER: It would leave out employees actually in the service?

Mr. LACROIX: Exactly.

Mr. FOURNIER: This would disorganize the service to a very large extent.

Mr. LACROIX: Not at all.

Mr. FOURNIER: If we were to say that in Ottawa, which is in the province of Ontario, every civil servant has to speak English, I am sure many would not qualify; so we would have to make an exception for the headquarters of government. As to the general principle, I believe this is only a matter of giving good administration and service.

Mr. MACNEIL: Mr. Chairman, on a point of privilege—

The CHAIRMAN: Just a minute. Mr. Fournier has the floor and Mr. Cleaver is next.

Mr. FOURNIER: It has been done in the past. I do not care for the way this administrative power is under the jurisdiction of the terms of the statute, and it is up to the House of Commons and parliament to pass a different statute. I have heard here this morning that unwise things were done. Mr. Foran mentioned that sending out people not speaking French into French districts was an unwise procedure.

Mr. FORAN: Very.

Mr. FOURNIER: It has been done in the past. I do not care for the way this bill is drafted. It might be amended. I think the object of the bill is good;

as was said before, both leaders in the House admitted that the principle was good. Could we not get together and find some way of having application made in our province so that the people are satisfied?

Mr. LACROIX: A different amendment to it must be justified by facts. Up to now I do not see any reason for amending it.

Mr. CLEAVER: Mr. Chairman, we have had quite a lot of very interesting discussion, and I think it is all to the good. I believe that the majority of the committee are entirely in accord with the object which Mr. Lacroix wishes to attain by this proposed amendment to the Act. I am quite frank to admit that I do not think that the amendment in its present form will bring about the results Mr. Lacroix desires. Of course, we all agree that it is nothing short of folly to appoint an Englishman, an English-speaking person who cannot speak French, to carry on duties in a French-speaking community. It is so absurd as to be self-evident. You do not need to even argue the point. But I can see in the reading of this amendment as it now stands, Mr. Lacroix, that you would encounter the same difficulty in English-speaking provinces having French communities.

Mr. LACROIX: I do not see why.

Mr. CLEAVER: I am just reading your own bill. It says, "no appointment, whether permanent or temporary, shall be made to a local position within a province" and so on.

Mr. LACROIX: My point is that in the province of Ontario or New Brunswick nobody will ever be appointed unless he knows the English language, and if they want to pick up a man who knows French it will be easy because he will know both. That is my point of view. I know perfectly well that in many places outside of the province of Quebec they will never appoint any man who is not familiar with both languages. Take, for instance, in New Brunswick. If they want to appoint a man there in the centre where there are French-Canadians or Acadians, it is very easy to appoint a man who is bilingual, because they are in the minority there. In Ontario it is the same. So I do not see any reason to amend my bill for that purpose, and it does not affect at all those that are already in charge.

Mr. CLEAVER: I heard Mr. Fournier say a few minutes ago that he knew hundreds of people in Ottawa, in an English-speaking province, who would come under your bill, appointees who can only speak French. I presume Mr. Fournier knew what he was talking about when he made that statement. My suggestion is this—

Mr. LACROIX: I would like to have some facts about that.

Mr. CLEAVER: We wish to attain the object that you wish to attain; but we do not think your amendment in its present form will bring about that result, Mr. Lacroix.

The CHAIRMAN: Just a minute, Mr. Cleaver.

Mr. CLEAVER: I have a suggestion to make, and it is this: I think the problem is almost one hundred per cent an administrative one. I would suggest that a properly drawn regulation of the department, a written regulation of the Civil Service Commission, would accomplish the result and would be more flexible in its form. I would like to see the words "in so far as possible" and clauses of that nature added, because I can foresee circumstances where Quebec would want an English-speaking research man from Ontario or from British Columbia, qualified along certain special lines. If we passed this Act we could not give Quebec what they asked for.

The CHAIRMAN: Yes, Mr. Cleaver. If you will permit me, gentlemen, I thank Mr. Foran for what he has said; and I presume that Mr. Bland, after having heard this evidence, the whole evidence, will be able to make a sugges-

[Mr. W. Foran.]

tion to the committee. Therefore if you do not mind, Mr. Foran, I will call on Mr. Bland; that is, if you agree, gentlemen.

Mr. BOULANGER: Before Mr. Foran leaves the witness chair, I would like to ask him some questions.

By Mr. Boulanger:

Q. Mr. Foran, have you a record, of the commission as to the linguistic qualifications of applicants for positions?—A. We are gathering that at the present time.

Q. You have?—A. Yes.

By the Chairman:

Q. Now?—A. We are gathering that now.

Q. It was not done all the time?—A. No.

By Mr. Boulanger:

Q. Do not applicants state their language qualifications in their applications?—A. Yes.

Q. When they apply for a position, they say whether they want to take the examination in English or French?—A. They state whether they want to take the examination in English or French.

Q. Yes; that would be one way of finding out their linguistic qualifications?—A. Les.

Q. You said a moment ago that there were new positions and classified positions? What positions are classified?—A. All the existing positions are classified; but when you want to create a new position, it has got to be classified.

Q. When they were classified, were classifications drawn in regard to each position?—A. The classifications were. But there are very few instances—I do not think the question of language came into the classification problem at all.

are made when a position is classified permanent classifications?—A. Yes.

Q. What I want to get information on is this: Are the classifications which

Q. They are permanent?—A. Yes; but they can be changed from time to time.

Q. That is what I wanted to get?—A. Yes. The schedule can be changed from time to time.

Q. They are not crystallized; they are not untouchable?—A. No, certainly not.

Q. They can be amended?—A. Yes.

Q. According to conditions and circumstances?—A. If the department asks, yes.

Q. For instance, when a position was classified suppose it was stated in the classification that for that particular position French was not necessary. There is no obstacle to having an amendment, is there?—A. I cannot conceive of a case where that would be put in. That would be just assinine, I think, to put that in.

Q. Suppose it was done at the start. There is no obstacle to a change being made later on and requiring a language qualification?—A. There is no reason why a change could not be made.

By Mr. Fournier:

Q. Mr. Foran, could you file a list of the qualifications for the different grades of positions in the service?—A. Certainly. We will file a copy of all the classifications.

Q. I think this will help us out, and we will know where we stand on the qualifications.

The CHAIRMAN: That is a very good suggestion.

By Mr. Mulock:

Q. I just want to ask one or two questions. A few moments ago Mr. Stewart of Leeds made a suggestion. He said he thought it would be very unwise—or used words to that effect—for a minister not to intervene in a case like the bull case that Mr. Boulanger mentioned. Is it not the deputy minister who has the say and not the minister?—A. The deputy minister.

Q. As I understand it, the minister is not consulted; it goes to the deputy minister?—A. Exactly.

Q. And it is the departmental head, not the government head, who has the say. Is that correct?

Mr. LACROIX: Exactly.

The WITNESS: The deputy minister recommends it and is the man who would make representations to the commission.

By Mr. Mulock:

Q. And not the minister?—A. No.

The WITNESS: What Mr. Stewart meant was this: that he could ^{not} conceive it was possible for any minister to allow the conditions complained of by Mr. Boulanger to exist in his department; but I cannot conceive of any deputy minister, knowing that these conditions existed, who would not bring them to the knowledge of the minister. The case that he refers to, I think, is an actual case. But it is a case where the commission was responsible. The department sent this inspector down there, this bull inspector, and he did not have a knowledge of the two languages. That case was brought to the attention of our French commissioner. But I want to emphasize this: that the Civil Service Commission has for the last five or six years lent a sympathetic ear to the representations that have been made with regard to the language situation in the province of Quebec. There has been a great deal accomplished, and there will be more accomplished. That is the reason I am inclined to agree with Mr. Stewart's view that it is an administrative problem. And I think there is considerable merit in the suggestion of Mr. MacInnis that this be referred to the commission for a report. I would say that the commission could go into consultation at once with all of the deputy heads of the departments with the idea of bringing in something that would help you to pass the legislation which Mr. Lacroix has in view, and legislation which I think would be acceptable to all the members when dealing with this question.

The CHAIRMAN: You are not dealing with facts. You are dealing with an opinion of Mr. MacInnis or a suggestion.

Mr. MACNEIL: On a point of privilege, I wish to state that I meant no offence in my remarks.

The CHAIRMAN: Oh, no.

Mr. MACNEIL: I was prompted by the statement made by my friend, Mr. Jean, that it was desirable in the province of Quebec to make this compulsory; and I was endeavouring to point to the injustice that might be worked by certain minorities in certain communities. I am concerned about the probational training enterprise now being conducted by the federal government in the city of Montreal and other points with the idea of reconditioning men for employment in various industrial enterprises. We are hoping the dominion government will set an excellent example to provide enterprises for the employment of reasonably equipped ex-service men. Some may not be able to qualify under a bilingual

[Mr. W. Foran.]

test and yet may be able to perform the duties satisfactorily. My point was, and I was hoping it would be conceded by Mr. Lacroix, that this bill not be made so restrictive as to exclude a small number in that category.

That very point brings to our attention the necessity of securing the report advocated by Mr. MacInnis and now by Mr. Foran that we may know exactly the facts and be able to anticipate complications of that nature.

The CHAIRMAN: Mr. Fournier was attempting to move a motion.

Mr. LACROIX: To satisfy Mr. Fournier, we might adjourn the discussion of my bill until the next sitting; but I will not refer it to the Civil Service Commission. As far as I am concerned, I am against referring it to the Civil Service Commission, and I will tell you why. Up to now there have been hundreds of letters sent to the Civil Service Commission without any result; also to ministers, deputy ministers and officials of the department. And you are perfectly right—I do not know who mentioned it but I think it was Mr. Foran—that the inspectors who have been sent to Quebec, by the public works department or by the agricultural department or by any of them, have all been men sent without the knowledge of the minister through the high officials of the department. And I do not want my bill to go to the Civil Service Commission to be redrafted the way they like and in such a way that the principle will not be adopted. I know what that means. I am insisting upon that. As far as I am concerned, I am responsible for the bill. As far as Mr. Fournier is concerned, I think we might adjourn in order to have the necessary information gathered and then be in a position to discuss it at the next sitting.

Mr. GREEN: Mr. Chairman, I am very much in sympathy with Mr. Lacroix's feelings in the matter. As I understood it, it is not a case of referring his bill to the Civil Service Commission, but simply to get a report from them with regard to the suggestions made. Furthermore, we are not necessarily bound by that report. Here we are, the new members of parliament, at any rate, knowing very little about the Civil Service Act, and I know it would help me a great deal if we could get a report from the Civil Service Commission with regard to the different points in the bill.

Mr. LACROIX: The commissioners are here. We have Mr. Potvin here, and we might ask him to come and explain it.

Mr. GREEN: We could get a far more considered opinion from them if they had a chance to study it and make a report.

The CHAIRMAN: I believe Mr. Stewart has a word or two to say. It is now near 1 o'clock, and I want to hear Mr. Bland for a minute, if it meets with your approval; if not, we will close without hearing Mr. Bland.

Hon. Mr. STEWART: Mr. Chairman, my idea was very much the same as that expressed by Mr. Green. The fact that we ask the Civil Service Commission to consider and report does not in any way tie the hands of this committee. When the Civil Service Commission comes back and gives us its opinion, and its opinion ought to be worth something, after all, with the years of experience they have had in the administration of this Act from day to day, I think that any member of this committee must agree or admit that the opinion of a body of that kind ought to have some value. But when it does come back, whether it is of value or not, whether we adopt it or not, it is for us to decide.

The CHAIRMAN: Exactly.

Mr. LACROIX: Mr. Stewart, we might adjourn until the next meeting, when the Civil Service Commission, as suggested by Mr. Foran, will come back with that report.

Hon. Mr. STEWART: Exactly. That is quite all right. I am not tying your hands, Mr. Lacroix; I would not want you to feel for one minute that you had to accept finally the report of the Civil Service Commission or their recommenda-

tions or anything that they may do. That would be for this committee and for the House of Commons finally to decide.

The CHAIRMAN: Exactly. I wish to thank Mr. Foran for what he has said, and if it meets with your approval I would like to hear Mr. Bland for a moment.

CHARLES H. BLAND, called.

By the Chairman:

Q. You are the chairman of the Civil Service Commission?—A. Yes, Mr. Chairman.

Q. And you have heard the evidence that has been given this morning.—A. Yes, sir.

Q. Will you please tell the committee if you have any suggestion to make with regard to the drafting of the bill or to the bill itself?—A. I think, Mr. Chairman, we will all agree that the Civil Service Commission exists to serve the public. And I think it can only serve the public if it is equipped with qualifications, such as languages, enabling it to deal with the public with which it is concerned.

My suggestion would be, and I have every sympathy with the facts expressed this morning, that civil servants must, if they are to be efficient, be able to speak in the language of the persons with whom they are dealing. My suggestion would be that consideration should be given to an amendment, worked out only in my mind and consequently perhaps not as exact as it might be, but suggestion runs somewhat along these lines: that no appointment or transfer to any province should be made until the person appointed or transferred had passed an examination in the language or languages of the persons or public with whom he is to do business.

The CHAIRMAN: Would you accept that?

Mr. LACROIX: Yes.

The CHAIRMAN: Therefore I would suggest that someone move the substitution of Mr. Bland's suggested amendment for sections 1 and 2 of Mr. Lacroix's bill. I do not make that suggestion myself, but I suggest a member of the committee should move it.

Mr. JEAN: A sub-committee should draft a new bill on the lines suggested.

Mr. LACROIX: Suppose we decide to refer it to the sub-committee and there we re-draft it to suit?

Mr. JEAN: I move that the bill should be referred to the sub-committee to be re-drafted on the lines suggested by Mr. Bland.

The CHAIRMAN: That is all right.

Mr. GREEN: Should not that be left until we have the report from the Civil Service Commission?

Mr. LACROIX: We have the members here.

The CHAIRMAN: Perhaps it would save the report, because Mr. Bland speaks with the experience he has had as chairman. If you need a report, you are free to have it, if it is the wish of the committee to have it.

Mr. GREEN: I for one might not agree with Mr. Bland's suggestion.

The CHAIRMAN: Naturally every one is entitled to his own view.

Mr. GREEN: I think we should get the report first.

Mr. BOULANGER: We might perhaps adjourn this discussion and, in the meantime, we will look over Mr. Bland's suggestion as we will be able to see it in writing.

[Mr. C. H. Bland.]

Mr. JEAN: That is why I moved that it be referred to the sub-committee.

Mr. BOULANGER: When the amendment is put in writing we will have a better opportunity to examine it and see if it is satisfactory.

Hon. Mr. STEWART: Let Mr. Bland's suggestion remain for consideration at our next meeting.

Mr. GREEN: Could we have that report by the next sitting?

The CHAIRMAN: Yes.

The committee adjourned at 1 p.m. to meet again at the call of the chair.

CA1XC2
38E58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 2

TUESDAY, MARCH 15, 1938



WITNESSES:

Mr. Gerald Dennehy, President, Dominion Railway Mail Clerks Federation
Mr. H. A. Clarke, Secretary, Dominion Railway Mail Clerks Federation
Mr. C. H. Bland, Chairman, Civil Service Commission

MINUTES OF PROCEEDINGS

TUESDAY, March 15, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present:—Messrs. Boulanger, Brooks, Deachman, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), Lawson, MacInnis, MacNeil, McNiven (*Regina City*), Mulock, Pouliot, Stewart, and Tomlinson.—19.

The Chairman read a letter from Mr. Foran, Secretary of the Civil Service Commission, requesting that certain corrections be made in the evidence given by Mr. Foran on March 9. Accordingly, on motion of Mr. Fournier, the following corrections were made:—

Page 18, line 19, after "could," insert "not."

Page 18, line 24, after "Commission was" insert "not."

Complying with the requests of the Committee made on March 2 and March 9, the Civil Service Commission produced their file 41142—1G, *re* recent appointment of a committee clerk to the staff of the House of Commons, and one copy in French and one in English of the classifications of the positions in the Civil Service, 1919. These will be retained in the office of the Clerk of the Committee for the use of the Committee.

The Committee resumed consideration of Bill No. 3, an Act to amend the Civil Service Act.

Mr. Lacroix moved that this Bill be amended as follows:—

That all the words following the word "language" in the 11th line of Section 20 be struck out and the following substituted therefor:—
"or languages of those with whom he has to deal provided such language or languages shall be the English and/or the French language."

Mr. Fournier moved in amendment thereto:—

"That this Bill be referred to the sub-committee for consideration and report,—” And the question having been put on the proposed amendment of Mr. Fournier, it was resolved in the affirmative.

On motion of Mr. Tomlinson:—

Resolved,—That the names of Messrs. Green and Fournier be added to the sub-committee.

On motion of Mr. Boulanger,—

Resolved,—that the President and Secretary of the Dominion Railway Mail Clerks Federation be called.

Mr. Gerald Dennehy, President of the Dominion Railway Mail Clerks Federation, and Mr. H. A. Clarke, Secretary, Dominion Railway Mail Clerks Federation, were called, sworn and examined.

Mr. Dennehy was instructed to send to the Clerk of the Committee all correspondence his Federation has had with the Post Office Department regarding classification.

Witnesses retired.

On motion of Mr. Boulanger,—

Resolved,— That Mr. Bland be recalled.

Mr. Bland was recalled, examined and retired.

The Committee adjourned to meet again Thursday, March 17th at 11.00 o'clock, a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, Room 278,

March 15, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Gentlemen, we will proceed.

The CLERK: Bill No. 3, an Act to amend the Civil Service Act.

Mr. LACROIX: Mr. Chairman, after private discussion with members of the committee I think we will all agree on an amendment which will take from the administration any interpretation of the principle of the bill, and, at the same time, protect the interests of the minorities in the eastern or western part of Ontario as well as in New Brunswick. Accordingly I move that bill number 3, an Act to amend the Civil Service Act, be modified as follows:—

That all the words following the word "language" in the eleventh line of section 20 be struck out and replaced by the following: "or languages of those with whom he is to deal, provided such language or languages shall be the English and/or the French language."

Mr. ELLIOTT: In what line did you say that appeared?

Mr. LACROIX: I will read again section 20. It will read like this:—

Except where otherwise expressly provided, all appointments to the civil service shall be upon competitive examination under and pursuant to the provisions of this Act, and shall be during pleasure: Provided that no appointment, whether permanent or temporary, shall be made to a local position within a province, and no employee shall be transferred from a local position in one province to a local position in another province, whether permanent or temporary, until and unless such candidate or employee has qualified by examination in the knowledge and use of the language or languages of those with whom he is to deal, provided such language or languages shall be the English and/or the French language.

Mr. TOMLINSON: I wonder if Mr. Lacroix would advise me why it was necessary to add at the last that the language be English or French?

Mr. LACROIX: I beg your pardon.

Mr. TOMLINSON: I am asking why you had to add that?

Mr. LACROIX: Because the two official languages are English and French.

Mr. GREEN: Why do you make that plural? Why do you say, "in the language or languages"?

Mr. LACROIX: French and English.

Mr. GREEN: But you say in the language or languages of the people with whom he had to deal.

The CHAIRMAN: But he adds to that, "provided such language or languages shall be the English and/or the French language."

Mr. GREEN: But supposing there is a minority speaking one language; he would still have to be able to speak both, according to that.

Mr. LACROIX: No.

Hon. Mr. STEWART: Was not the object of it to get over the difficulty of civil servants having to speak Doukhobor, German, Galician, or Ruthenian?

Mr. LACROIX: That is the reason.

The CHAIRMAN: Those are not official languages.

Hon. Mr. STEWART: That is why he specified the two languages only.

The CHAIRMAN: Exactly.

Hon. Mr. STEWART: If he left it as it was the civil servants would have to qualify in all the languages of the locality to which he went, and there are about thirty or forty of them in Canada, as I understand it.

Mr. MACINNES: What are the words to be struck out?

Mr. LACROIX: In the eleventh line.

Mr. FOURNIER: They are in the seventeenth line.

Mr. LACROIX: After the word "language". It is in the eleventh line.

Mr. GLEN: Would you read the amendment again, please?

Mr. LACROIX: "Language or languages of those with whom he has to deal, provided such language or languages shall be the English and/or French language."

Mr. TOMLINSON: Does that mean, sir, that if it is in a French community the candidate must speak English as well as French?

Mr. LACROIX: He must speak French.

Mr. TOMLINSON: Does that mean that if he is dealing strictly in a locality where only French is spoken the candidate must also speak English as well as French?

Mr. LACROIX: No. He must speak French only.

Mr. TOMLINSON: According to the Act it says he must speak in the language or languages of those with whom he is to deal, provided such language or languages shall be the English and/or the French language.

Mr. LACROIX: He will have to go through an examination with the Civil Service Commission.

Mr. FOURNIER: If it is a mixed community the official should be bilingual.

Mr. LACROIX: Bilingual.

Mr. FOURNIER: There may not be a majority of English-speaking people in the community, but if there is a sufficient number, the official should speak English, if he has to deal with the English-speaking people.

Mr. GREEN: That is not fair. Surely that would mean that where there was ten per cent of French-speaking people the appointee would have to speak both English and French, according to the way your amendment is now worded.

Mr. LACROIX: Why not?

Mr. FOURNIER: If we have a locality in Quebec in which the English-speaking people number about ten per cent, we would like to have an English-speaking person to meet these people.

Mr. LACROIX: Exactly.

The CHAIRMAN: The intent is that everyone from the civil service shall be understood by those with whom he deals. That is the purpose.

Mr. GOLDING: That is, in the two official languages.

The CHAIRMAN: Yes, the two official languages.

Mr. GREEN: If there were one hundred French-speaking people in a district in British Columbia, and ten thousand English-speaking persons the appointees would have to be bilingual. That is what the amendment amounts to, and it is ridiculous.

Mr. FOURNIER: If he has no dealings with the French people there, and if he is an English-speaking person, he would qualify. In my city across the river, where only about three per cent of the people are English-speaking,

the officials come over there and they do not have any dealings with the English-speaking people. I am trying to explain that, in connection with the civil service, the object, as Mr. Bland said the other day, was to render the service efficient. If you send an official out to a community and he is unable to understand the people in that community, his dealings will not be effective. We are not speaking of one province or the other, but if there is a French settlement in northern Ontario and you send an official out there, we would like the official to be understood by those with whom he has to deal. In the same way, if you send a man out to the eastern townships of Quebec, where there are English settlements, the official should be able to speak the English language, if you want to make the service more efficient.

Mr. GREEN: Yes, but the net result of that is that every civil servant in Canada will have to be bilingual, or practically so. Surely all that was meant was that the civil servant should be able to speak the language of the majority of the people in the district to which he was sent. That is the way you started out with your original bill, but now you have changed that.

Mr. LACROIX: My original bill referred to the majority of the citizens of such province requisite to the performance of the duties of the position in question.

Mr. GREEN: Should not this amendment read, "the language of the majority of those with whom he is to deal"?

Mr. LACROIX: No.

Mr. GREEN: Then you are going further than that now.

Mr. FOURNIER: I have taken the trouble to have files sent down from the Civil Service Commission to the Clerk's office. On reading those files I find that Mr. Bland and Mr. Potvin have been writing memos to the deputy heads of departments stating in many cases that they should make a requisition for a man qualified in one or the other language according to the people with whom he will have to deal. Mr. Bland is certainly an expert in civil service matters, and he stated the other day right here in committee:—

My suggestion would be, and I have every sympathy with the facts expressed this morning, that civil servants must, if they are to be efficient, be able to speak in the language of the persons with whom they are dealing. My suggestion would be that consideration should be given to an amendment, worked out only in my mind and consequently perhaps not as exact as it might be, but the suggestion runs somewhat along these lines: that no appointment or transfer to any province should be made until the person appointed or transferred has passed an examination in the language or languages of the persons or public with whom he is to do business."

That evidence of Mr. Bland gave Mr. Lacroix the idea of amending his bill. It is more direct than putting in "in the majority of the people living in a certain province." We found objections to that. Take the city of Ottawa. We could not ask certain people here to be bilingual; certain civil service employees have no dealings with the public, they do internal work, they are accountants or book-keepers or stenographers, and they have no dealing with the public at all. They are doing the work for certain high officials, and it is not compulsory for them to be bilingual. But in the outside service, I mean, when you send officials outside and they have dealings with the public, we thought that Mr. Bland's suggestion was quite reasonable.

Mr. GREEN: Mr. Chairman, may I ask Mr. Lacroix if his intention was only to provide that civil servants should be able to speak the language of the majority of the people with whom they are dealing?

The CHAIRMAN: This is the first time I have seen the amendment.

Mr. LACROIX: In my bill as originally presented it says "local positions." Local positions mean positions outside of headquarters; so that my original bill will not affect the employees here in Ottawa. That is my idea of the matter, but if you want to have my bill go through as it was originally, I would not care a bit.

Mr. GREEN: No, but is it your intention that practically all—

Mr. LACROIX: It read, "the majority of the citizens of such province requisite to the performance of the duties of the position in question."

Mr. GREEN: May I ask is it your intention that practically all civil servants across Canada should be bilingual?

Mr. LACROIX: Not exactly. Where it is an English community, I do not know why there should be any French employees there.

Mr. GREEN: Then you should make it read, "the majority of," instead of having the amendment read as it now reads.

Mr. MACINNES: Mr. Chairman, I think we are all anxious to deal as fairly with this bill as it is possible for us to do. We have just heard the proposed change this morning, and I think it would be well to leave it over until the next sitting of the committee so that we could have the reconstructed section and see the thing clearly, and then we would have a better idea of what it means. I do not think there is anything to be gained by a prolonged discussion this morning when we have not a clear picture of the amendment, and I do not think that the delay would harm the bill at all and it would, I think, facilitate the work of the committee.

Mr. TOMLINSON: What I would like to have very plain is this: that if you have, say, only one per cent of the people in a community speaking English and the other ninety-nine per cent speaking French, there could be a very strict construction placed on that section; that is, that the candidate must speak both languages, if it was enforced. I can see Mr. Green's point that it might cause a hardship, because we have a great many English people who never attempt to learn the French language, and probably that is their own fault. But I think it might cause a hardship if there is a strict construction placed on the bill as amended. I would like to study it further.

Mr. LACROIX: You are suggesting that my bill go through in its original form, then.

Mr. FOURNIER: Would you have any objection to sending it back to the sub-committee so that the sub-committee could study its exact terms and report at the next meeting?

The CHAIRMAN: That is all right, Mr. Fournier. I wonder if it would not be a good thing to add two more members to the sub-committee, say, Mr. Green and some other members who would take a particular interest in the matter in order that they could give the benefit of their views to the sub-committee; in other words, to enlarge the sub-committee in order to give those who hold slightly different views an opportunity to express them.

Mr. TOMLINSON: I would suggest that Mr. Fournier and Mr. Green be added to the sub-committee.

Mr. LACROIX: I do not know why we want to go on in this way, because it is easy to settle it right now. We had this bill up at the last meeting, and the changes I have made were made to please certain people who have been asking for them. I thought when I said "the majority of the citizens of such provinces" it covered the whole thing. I do not know why we should not go through with it. We are here to study the case.

The CHAIRMAN: We are not here to study the case. We are here to listen to witnesses and to discuss the bill; that is all. On the other hand, Mr. Lacroix, drafting legislation is a most important piece of work. I had no notice of this amendment until this morning; I never heard of it before. Amending

the law is a serious matter, and we must give thought to it. I am fully in favour of the civil service being understood by the taxpayers who have to pay the bill. That is elementary; but on the other hand, amending the law is a serious matter and I am not going to do anything to prevent the passing of this bill by the committee. On the other hand, I am very much surprised that I was not handed a copy of the amendment before it was submitted to the committee this morning.

Mr. MACINNIS: If my suggestion is followed it will only be put over for one week. I believe that Mr. Lacroix would be well advised to accept, because nothing is to be gained by rushing this and putting something over that does not meet with the approval of the committee. The desirable thing is to meet with the approval of the committee. I should like to call Mr. Lacroix' attention to one thing. There seems to be a contradiction in his bill. In his bill he refers to local positions in one province, to local positions in another province, and he adds that the language of the majority of the citizens of each province be taken into consideration. In that he is dealing with local positions. Why not say "the language of the citizens in the locality where the person is going to operate." I think that would be more in line with the tenor of the amendment; but I would assure him whichever he accepts it is of the greatest importance to most of the rest of us that it should have the unanimous consent of the committee, at least, as nearly as it is possible to get that. We cannot get that if the matter is rushed through.

Mr. FOURNIER: Do you suggest that it be sent to the sub-committee?

Mr. MACINNIS: I am quite agreeable to that.

Mr. BOULANGER: Before we take up anything else I would like to move that the president and secretary of the Railway Mail Clerks' Association be heard. They will take only a few minutes. These gentlemen come from a long distance away. They are here now and we might just as well hear them.

The CHAIRMAN: The committee is pleased to agree with your request, as was indicated by the sub-committee; but I must draw the attention of the mail clerks to the fact that we are making an exception for them because they come from a long distance.

Mr. MACINNIS: I am sure the chairman will not unduly crimp the delegation in stating their case.

The CHAIRMAN: Thank you, Mr. MacInnis.

Mr. TOMLINSON: Mr. Chairman, I wish to protest against this delegation, to this effect, that I received this morning their brief and have not had a chance to look at it at all. I have no idea what their desire is. If I had had time to study it I would be in a better position to appreciate what they have to say. If they wanted us to study this brief they should have sent it to the members weeks ago.

Mr. GREEN: Perhaps we can save time if we get started now.

Mr. BOULANGER: They will explain what they want.

H. A. CLARK and GERALD DENNEHY called and sworn.

By The Chairman:

Mr. Clarke, you are the secretary of the Dominion Railway Mail Clerks' Federation?—A. Yes, sir.

Q. You are the gentleman who signed this memorandum with the president, Mr. Dennehy, and which has been submitted to us?—A. Yes, sir.

Q. Have you something to add to that?—A. Well, Mr. Chairman, we would like to make just a few viva voce representations. We deeply appreciate, sir, your stretching a point in our favour, and we promise you that we will not take very much time. We will try to limit ourselves to a very few minutes, if you will allow that; but I would prefer that my senior counsel make the presentations at this time.

Mr. DENNEHY: Mr. Chairman, and gentlemen, I also thank you for allowing us a few moments. Each member of the committee has been supplied this morning with a memorandum which exactly describes what the two main points are we have in mind. If you wish I shall read the memorandum.

The CHAIRMAN: No, we have it; it would be a waste of time.

Mr. DENNEHY: There is nothing very much to add to it with the exception of the fact—

Mr. BOULANGER: Pardon me for interrupting, but it might be a good thing if Mr. Dennehy read his brief and Mr. Bland and the other members of the commission who are here could listen to the reading of it and after it were read we could ask Mr. Bland to give us his observations in regard to it.

The CHAIRMAN: Carried, gentlemen.

Mr. MACINNIS: If he emphasized the points to which he desires to draw attention it would save time.

By the Chairman (to Mr. Dennehy):

Q. What is the main point in your memorandum, Mr. Dennehy?—A. The main point is we are asking for classification of the railway mail clerks. At the present time the various agencies in the post office department are classified, postal clerks are classified and letter carriers are classified and mail porters are classified and the railway mail clerks are the only agency in the post office department that are not classified. We are asking that they be classified. We are bringing this before the committee and asking them to pass on the principle, the general principle.

Q. Therefore the main question is your classification?—A. Yes, that is one of the main questions.

By Mr. Fournier:

Q. The general principle is given in section 10 of the Act. You mention that in your brief.—A. Yes, we do.

Q. You point out section 10 of the Civil Service Act provides for standard classification of the service?—A. That is so; but still we are not classified.

By Mr. Mulock:

Q. Why?—A. I don't know.

By Mr. Fournier:

Q. They have never given you reasons at the Civil Service Commission why you are not classified?—A. No.

By Mr. Elliott:

Q. It is the railway mail clerks that are not classified?—A. The railway mail clerks.

By Mr. Fournier:

Q. Have you made representations to the Civil Service Commission concerning this?—A. We cannot do that, sir, we left that to our department. We made representations to our department for classification.

Q. To the deputy minister?—A. It has gone before him, I understand, yes.

By Mr. Jean:

Q. Are you appointed by the Civil Service Commission? You are employees of the Civil Service Commission?—A. Yes, we come under the Civil Service Commission.

By The Chairman:

Q. Have you had any correspondence with the department in that regard?—A. Yes.

[Mr. H. A. Clarke.]

Q. Will you send all that to Mr. Doyle, the clerk, so that the members of the committee may be able to peruse it? It will save lots of time and we will not have to correspond with the department in order to get the same information.—A. We will do that.

Q. When you reach home please take a note of that and send it to Mr. J. P. Doyle, the clerk of the committee; also all the correspondence that you had with the post office department.—A. Yes.

Mr. BOULANGER: And also the correspondence with the commission.

The CHAIRMAN: Exactly.

By the Chairman:

Q. Have you had any correspondence with the Civil Service Commission?—A. We are not supposed—that is my understanding—we are not supposed to have correspondence with the commission on this point. The initiative has got to come from the department in the matter of classification, as far as we know, so we have sent it to our department.

Q. You have made no representations to the Civil Service Commission?

Mr. GREEN: He says they are not allowed to do that.

By Mr. Green:

Q. What classification do you suggest there should be?—A. I suggest we be classified into railway mail clerks, senior railway mail clerks and principal railway mail clerks, along the standard classifications which the Civil Service Commission applies to other agencies in the service.

Q. Is there any distinction now between the work that is done by what you call a senior railway mail clerk and a junior railway mail clerk?—A. A very distinct distinction, very much so.

Q. What difference is there?—A. Difference in knowledge of work, in supervision; difference in responsibility. There are several factors, supervision, responsibility, and supervision over space in railway mail cars which are allotted to different grades of clerks.

Q. Are there different grades of railway mail clerks now in so far as the work is concerned?—A. The Civil Service Commission to a limited extent has recognized distinction in duties of railway mail clerks, but only to a very limited extent and has not applied to them the standard of classification which is applied to other agencies in the service.

Q. Explain how they are distinguished?—A. In a railway postal car there may be five, six or ten men working, and the duties of the man in charge of that car are these: he has supervision over other members of the crew in that car and he has to provide for requisition space which fluctuates in the area through which his postal car travels. He is responsible for that space which costs the government quite a lot of money. Also, he is responsible for the work of the other members in that car. You understand that he has to work himself, and has to have certain special experience in order to reach the position of clerk in charge.

By Mr. Green:

Q. He is graded now with all the other clerks?—A. He has the same grade as an ordinary clerk.

By Mr. Tomlinson:

Q. You mean with the same salary?—A. With the same salary.

By Mr. Fournier:

Q. He is graded as to his duties but not as to his salary?—A. That is correct.

By the Chairman:

Q. That seems unfair. It seems extraordinary that he is classified for work and not classified for salary. That is what you mean?—A. Yes.

By Mr. Hartigan:

Q. Aside from the consideration of salary differentiation, what advantages do you see in classification of the railway men?—A. Well, you see, a man who is a long time in the service and has got more onerous duties and more responsible duties is naturally looking for a higher grade than the man who has just come into the service.

Q. That would be with regard to salary?—A. Well, it may be salary.

By Mr. Mulock:

Q. And grade?—A. Grade particularly.

By Mr. Fournier:

Q. Seniority does not determine that he be put in charge?—A. Not necessarily; it is efficiency. That is the main qualification.

By Mr. Hartigan:

Q. Are there any other advantages besides that?—A. Well, yes. At the present time, you understand, the commission allows a graded mileage to clerks. That mileage, in the classification, would, of course, be consolidated and all made salary. That is the only other advantage.

By Mr. Fournier:

Q. Do these people in charge get more mileage than the younger members of the staff?—A. A little more. It would depend upon the run to which they are assigned.

Q. So that, to a certain extent, they are receiving bigger pay or larger pay?—A. The mileage more or less compensates for the extra expense to which they are subjected. If a man has a long run, and he has to be away from home for a considerable time, naturally he has more expense. The mileage which he receives is more or less something which he gets in lieu of something in vouchers for expenses.

By Mr. Mulock:

Q. Does not the fact that you are not graded affect your chances of getting promotion through the service?—A. Most certainly.

Q. Is that not one of the reasons you are asking for consideration in this way?—A. Yes. It would facilitate transfers from one branch of the service to the other.

By Mr. Fournier:

Q. You may be promoted as inspector or examiner in the service just the same, although you are not classified?—A. You may; but if classification were brought into effect it would facilitate transfers. It would make them easier to facilitate; and especially with principal clerkships and senior clerkships, it would facilitate the movement of the transfer of railway mail clerks.

By Mr. Mulock:

Q. In other words, you are graded as railway mail clerks; and when you come into competition, you come in competition with principal and senior clerks from other departments in the same competition with you?—A. That is correct.

By Mr. Fournier:

Q. But sometimes railway mail clerks are appointed inspectors, although principal clerks are on the list of candidates too?—A. To our knowledge, only in cases where the inspectorship is supervision over railway mail service work.

By Mr. Hartigan:

Q. Would not seniority count then?—A. Seniority is one factor.

[Mr. Gerald Dennehy.]

By Mr. Golding:

Q. Is this committee to understand now that there is no difference in the salaries paid to mail clerks?—A. Yes. There is no difference in the salaries paid to mail clerks.

Q. No matter what the amount of experience is?—A. No matter what experience they have.

By Mr. McNiven:

Q. What are the salaries?—A. The salary of a railway mail clerk is \$1,080 to \$1,800 a year.

By Mr. Golding:

Q. There is a variation there?—A. That is the salary range. You start in at the lowest rung of the ladder and go up. Everyone does that.

Q. Everyone is on the same basis?—A. Exactly.

Q. But the responsibility is not the same?—A. No, the responsibility varies greatly.

By Mr. Tomlinson:

Q. If a transfer takes place now in your railway mail clerks, how is it done? Who fills the vacant position?—A. You mean a transfer in their branch of the service?

Q. Yes?—A. Well, naturally the mail clerk—the railway man that enters the competition.

By Mr. MacInnis:

Q. In the mail clerk service itself, who arranges for a change from a lower position to a position of responsibility?—A. That goes by seniority and efficiency. It is an arrangement in the department. That is purely an internal matter.

By Mr. Tomlinson:

Q. That is arranged by the department?—A. Yes. Well, there is really no promotion in the sense of a competitive examination. It is purely an internal matter; with regard to a railway mail clerk who wants to take charge of a car or to take a more onerous or more responsible run, his experience, his seniority and efficiency are qualifications.

Q. There is an examination held, is there not, for railway mail clerks each year?—A. On their work, you mean?

Q. Yes, on their work.—A. Most assuredly; by the department.

Q. And I suppose a list is made?—A. Yes.

Q. They are graded then?—A. Yes.

Q. If one man receives one hundred per cent, and the next man ninety-five per cent, say this year, and the same man receives one hundred per cent next year and a promotion takes place, the man with one hundred per cent is liable to receive that position, is he not?—A. Yes, to a certain extent.

Q. What does that mean—"to a certain extent"?—A. Well, it is rather complicated. The examination at which he got one hundred per cent may be for a limited area. The examination for railway mail service in one area and also clerks on larger runs, runs through various provinces, may be such that candidates may have to have a wide knowledge of distribution and it will depend on the average intelligence or on the average capacity of the man for knowing the work of the railway post office to which he is assigned. It is difficult to put that into words.

By Mr. Tomlinson:

Q. In other words, it is still merit—A. Oh, yes.

Q.—that marks that man for promotion?—A. Promotion is for merit. Seniority is a factor.

Q. What difference would it make if you were now classified?—A. At the present moment our salary—we are all in the one class.

Q. You are in the one class?—A. Yes. As I explained in the beginning, there may be several men in a railway postal car and one man is responsible for the work in the car.

By Mr. Fournier:

Q. What is the official name of your classification? What is your official name?—A. Classification? Railway mail clerk.

Q. What is the official name? Suppose I am looking up the classification in the civil service of Canada and I want to find out exactly what your classification is. What do I find?—A. Railway mail clerk.

Q. Railway mail clerk?—A. Yes.

By Mr. Hartigan:

Q. Where does mileage come into this? A while ago you mentioned mileage. You say you are all receiving the same pay on the same basis, but you mentioned mileage. How does this mileage come in?—A. Mileage is paid; a cent a mile is paid to every railway mail clerk who operates in a postal car on duty and it is given in lieu of the old voucher system which was given to us for expenses. The department finds that is the better system.

By Mr. Tomlinson:

Q. If you were reclassified into three classes on that particular car, and if a promotion were going to be made to a better position, say into the railway post office, there would only be one class that would be entitled to try for that particular promotion, would there not?—that is, if you were classified?—A. Oh, no. The position would be open to all principal clerks, I imagine.

By Mr. Hartigan:

Q. Seniority would count?—A. Seniority?

By Mr. Mulock:

Q. Seniority, efficiency and ability—are not those the three divisions?—A. Those are the factors.

By Mr. Fournier:

Q. Under your classifications, in this book of the Civil Service Commission which was handed to the committee, I read that to the railway mail clerk the allowance is "one cent a mile for the distance actually travelled while on duty"; and "(b) to the employee in charge of a major run, an allowance at the rate of forty cents per hundred miles travelled while on duty. For the purpose of payment of this allowance, all railway post offices shall be graded by the Civil Service Commission after consultation with the department." So you have graded them for the purpose of this allowance?—A. I made reference to that a moment ago. I made the reference that the commission, to a limited extent, has recognized the distinction in duties by that graded mileage, but does not grade according to the standard classification that they have applied to the other branches of the service. What we are asking for is that we be classified as the other agencies within the post office department are classified.

By Mr. Tomlinson:

Q. For what purpose?—A. Well, the principle. We believe the principle is correct.

Q. Is there no good purpose why you want to be classified?—A. The purpose—

The CHAIRMAN: That is a fair question.

[Mr. Gerald Dennehy.]

The WITNESS: We believe that a man in charge of a postal car with men under him should be classified higher than a man just entering our service.

By Mr. Fournier:

Q. You are classified to that effect. I read here, "in addition to the above compensation the following shall be paid to employees of this class: (a) to the employee in charge of a minor run and to assistants on major runs, an allowance at the rate of twenty-five cents per hundred miles travelled on duty." Would you drop out this allowance if you were classified as the other civil servants?—A. Yes, most certainly. We wish to eliminate the graded mileage completely and be classified according to the standard.

Q. That is your object. You want this allowance for mileage to be abolished?—A. We want the allowance for graded mileage eliminated and the standard classification applied to us.

By Mr. Jean:

Q. You want to be classified as any other clerk—as grade 1 to say grade 3?—A. Exactly.

Q. With salary according to classification?—A. Yes.

By the Chairman:

Q. Are those the views that you have expressed to the Post Office department in the correspondence that you will file?—A. Yes.

By Mr. Green:

Q. Does this graded mileage help in your superannuation at all?—A. No, sir. It is not classified as salary for purposes of superannuation. There has been a ruling of the Department of Justice against that. When the graded mileage was given to us some years ago, in 1929, we understood that it was to be consolidated with salary for the purpose of superannuation, but the Justice Department, as I have said, ruled against that.

By Mr. Tomlinson:

Q. Is that one reason you want classification now?—A. Well, it is a reason to a certain extent, to some of us, yes.

By Mr. Green:

Q. How much does the graded mileage amount to?—A. It amounts to \$8 per month per man in the service, or approximately that.

By Mr. Tomlinson:

Q. To a certain extent that is one of your purposes for wanting classification?—A. That is a purpose, yes.

By the Chairman:

Q. Have you got that ruling of the Department of Justice?—A. Yes. We could file that.

Q. Would you please send that with the correspondence?—A. Yes.

By Mr. Green:

Q. If there were grades established, the pay of the higher grades would immediately be increased by over \$100 a year?—A. I really could not say.

Q. Financially, it would be of more benefit to you than getting that graded mileage?—A. It would, probably, yes.

Q. How many grades do you suggest that there should be?—A. We suggest two extra grades. At the present time we have mail clerks, and we suggest there should be railway mail clerks, senior railway mail clerks, and principal railway mail clerks.

Q. What percentage of the railway mail clerks would be in the two new grades?—A. Well, of course, it is difficult to answer that question because that would be a matter for the Civil Service Commission to work on in connection with the department. But we would suggest that they are considerably less than they are in the United States service. We know that. It would be in our case.

By Mr. MacInnis:

Q. In a railway mail car in which there are, say, a crew of ten, what percentage of that crew or what number of that crew would be senior mail clerks and principal mail clerks?—A. There would be one man a principal clerk.

Q. One man a principal mail clerk and one or more senior mail clerks?—A. That would be for the commission to work out with the department, of course. We are trying to put the matter before your committee so that you may see that what we are suggesting or what we are submitting is right in principal.

By Mr. Tomlinson:

Q. Will this classification, if it should be recommended, increase your superannuation?—A. Yes, it will have that effect.

Q. Are you going to present your views to the Superannuation Committee also?—A. Yes.

By Mr. Fournier:

Q. You are not suggesting that we amend Section 10 of the Act?—A. I do not think it is necessary, sir.

Q. It is just the general principle.

Mr. CLARK: We are suggesting that it be applied.

By Mr. Fournier:

Q. You are suggesting that it be applied?—A. (Mr. Clark) Yes.

Mr. MACINNIS: You suggest that you be brought in under Section 10 for classification—similar classification.

By the Chairman:

Q. Will you present an altogether different brief to the Superannuation committee, or will you present the same brief?—A. (Mr. Clark) A different brief.

(To Mr. Dennehy)

Q. Mr. Dennehy, I have a question or two to ask you. In the appendix to your brief which you filed it is stated that in 1926 there were 1,347 railway mail clerks and last year there were only 1,164. Is that on account of cancellation of trains?—A. To a limited extent, yes, sir.

Q. What was the other reason?—A. The other reason is that there are consolidations of railway post offices where the railway mail clerk a few years ago was assigned to a definite route. The routes are consolidated and now the railway mail clerk is assigned to the organization which was created. That cut down that.

Q. So many of these 183 railway mail clerks have not been set back: they have a job now. They have a different job but they have a job in the Post Office Department?—A. Well, the labour turnover in our service has not been fully implemented. When the railway mail clerks got separated from the service, their places were not filled for a number of years, and we are working now with 183 men less than we were in 1926.

Q. Yes, but could you tell how many of these 183 mail clerks are unemployed at the present time?—A. Well, there are none of them unemployed.

[Mr. Gerald Dennehy.]

Q. That is all right. Therefore, what was the purpose in putting that tabulation in the appendix?—A. Well, we put that in with the idea—we made a further submission here on hours of duty which we were going to bring to your attention.

By Mr. Fournier:

Q. That is the second point?—A. That is the second point. We were going to bring up first our first point of classification.

By the Chairman:

Q. You have fewer mail clerks and you have as much mail. Therefore you have to work more. That is your contention?—A. That is our contention.

Q. And besides that, you have here a tabulation under the head "percentage of railway mail service salaries and supervision to postage receipts." This decreases from 10·13 per cent to 8·82 per cent. That is on account of the decrease in the number of railway mail clerks?—A. Yes, that would be so.

Q. You do not take into consideration the amount which is paid to the 183 in the second tabulation. It is only the salaries that are paid to the mail clerks, the 1,164 who are actually mail clerks? I will put it another way. In 1926 there were 1,347 railway mail clerks and the percentage that year was 10·13; in 1937 there were 1,164 mail clerks with a percentage in 1936-37 of 8·82. There is a relation between the decrease in number in both tabulations?—A. If you will observe, sir, they are not for the same years. One is for 1926 and the other is 1925-26.

Q. I know, but you understand what I mean, Mr. Dennehy?—A. Yes.

Q. On the whole it is that?—A. Yes.

By Mr. Elliott:

Q. In the second paragraph on hours of duty, I notice you say that certain services rendered to the department are not recognized in calculating the working hours. You show a variation in amount—2,090 hours to 1,630 hours—between United States and Canada which, taken on the basis of eight hours a day, amounts to fifty-seven days' work in the year. What did you mean by that paragraph?—A. In our service, the railway mail clerks render certain work to the department in lay-off periods for which they get no recognition. By that I mean that when a railway mail clerk is assigned to go out on a run, he has to have ready his labels, register bills, transfer bills and all the stationery which he requires on that run. He has no time while he is actually in the postal car to do that work; and in many instances that will take him a certain time each day. In the United States service they allow their men one hour a day for that work. The Canadian clerks are not allowed any time for such work.

By Mr. Tomlinson:

Q. Have you taken that point up with the department?—A. Yes, we have. We have tried to persuade the department to accept our views on that for several years and we have been unsuccessful.

By Mr. Green:

Q. What liberalization in respect to working hours are you asking for?—A. We are asking for liberalization of working hours or a commission regulation in cases where a man comes in very late at night, cannot get off duty until a late hour at night and must be on duty very early in the morning. For instance, we have cases where a man does not go off duty until eight-forty and he has got to be at work again at five or five-thirty in the morning.

Q. Who would make those changes—the Post Office Department or the Civil Service Commission?—A. Well, regulation 88, I believe it is, of the Civil

Service Commission, distinctly states that where the standard hours cannot be applied, the deputy head has the power to make hours suitable to the particular people to which they are to apply. But we feel that the statutory hours—probably statutory is not the correct word—the recognized hours of the civil service, forty-four hours a week, must be lived up to, and the deputy-heads and those who administer the Act are endeavouring to live up to it in every possible way; but we feel it is not quite equitable to us, to our service, to have the application of the hourly system; because you understand, sir, we have to work long hours and we have to work very irregular hours. We have to work during the night, very early in the morning, and late at night, according to the railway schedules on which we operate; and the application of an hourly system to our service is not altogether equitable.

Q. If we made a recommendation for some change, to whom should that recommendation go—to the Civil Service Commission or to the Post Office Department?

By Mr. Fournier:

Q. Section 44 says, "The commission shall by regulation prescribe working hours . . .," and by regulation 88 they transfer that power over to the deputy head of the department; is that right?—A. That is correct.

Q. They are not using this power under section 44, and you want them to deal with it, you want the commission to deal with it, is that it?—A. The point I tried to make is that we feel that as the statutory hours are forty-four a week, we feel that the administration of our service is naturally trying to live up to the hourage as much as possible—we feel it is equitable to apply the hourly system to our service.

The CHAIRMAN: Gentlemen, I will direct your attention to the fact that we are dealing with the Civil Service Act and not with the Post Office Act. It is a most delicate matter. I leave the matter to you. You are entirely free to ask any questions you like of the witness; on the other hand, we have nothing to do with the Post Office Act. If a matter goes to a deputy for departmental ruling, it is entirely outside of the Civil Service Commission. I submit that point to you, gentlemen. You can do what you wish, but it is a most difficult problem. Furthermore, the House of Commons will probably not take into consideration any recommendation for anything else than what has been referred to us.

By Mr. Hartigan:

Q. What is the usual number of hours worked by railway mail clerks? Does it exceed forty-four hours?—A. No, it does not exceed the forty-four hours across the year.

By Mr. McNiven:

Q. Do you get any holidays?—A. Yes, we are entitled to eighteen days a year.

Q. Your schedule is 2,090 hours per annum and it works out at forty hours a week?—A. You have to deduct from that national holidays.

By Mr. Fournier:

Q. In this 2,090 hours a year, do you include that extra hour you explained some time ago? Does that include the hour in preparation of going off on the train?—A. No, we are not allowed that.

Q. No, you do the work.—A. (Mr. Clarke): Yes. In the United States they are allowed an hour a day for 306 days in the year.

By Mr. McNiven:

Q. Does that include that hour?—A. No, it excludes it. The service we render to the department in the lay-off period is not counted in that hour.

[Mr. H. A. Clarke.]

By Mr. Tomlinson:

Q. You wish that hour to be recognized?—A. Yes.

Q. Does that mean that you would have to pay that man an extra hour?—

A. No, we want time credit, not pay. The point I wish to make, in the first place, is that the forty-four hour week is not a proper yardstick for a mail clerk's tour of duty. It may be all right on certain runs but on other runs it is not fair.

Mr. HARTIGAN: Are there any mail clerks paid for forty-four hours a week; are they paid on the basis of forty-four hours a week?

Mr. GOLDING: Mr. Chairman, I think that your contention is absolutely correct.

The CHAIRMAN: It was not a contention; it was just an observation.

Mr. GOLDING: Well, it was right.

The CHAIRMAN: We have to deal with the Civil Service Act. Outside of that we have no reference from the House at all. We have Mr. Lacroix's bill and the Civil Service Act, and we have nothing whatever outside of that. We may ask questions of the 'deputy' ministers about the operation of the Civil Service Act within their departments, which is a different matter, but when it comes to a ruling which has to come from the department, any department, we have nothing to do with that. We need another reference from the House of Commons. That is my view.

Mr. BOULANGER: Mr. Chairman, I think the committee has finished with these gentlemen and I think it might be useful to get the views of the commission on the points raised by the railway mail clerks' association. If it meets with the approval of the committee I move that Mr. Bland be heard in connection with this matter.

The CHAIRMAN: Before Mr. Boulanger's motion is submitted to you, gentlemen, are there any other members who desire to ask questions of Mr. Dennehy or Mr. Clarke

Mr. GREEN: There are a few more questions—a few more points I would like to bring out.

By Mr. Fournier:

Q. Mr. Clarke, I shall refer you to section 47 subsection 2. Do you mean to say that that amendment in 1932 was not applied to the railway mail clerks as it concerned leave of absence with pay? In your brief you mentioned section 47 sub-section 2.—A. That has not been applied to the railway mail clerks as far as I know.

Q. Section 49, sub-section 3. When you are promoted, do you mean to say that they do not give to seniority, efficiency and fitness for position proper knowledge before they make a promotion in the service?—A. In answer to that question, there are three factors employed in making promotions: one is seniority, the second is efficiency and the third is fitness for position. Those factors are given relative weights. In the case of a man with thirty years' service, the ratio is 5-3-2; 2 for seniority, 3 for efficiency and 5 for fitness for position; so that we have felt that there is not sufficient recognition given to the first factor, namely, seniority, inasmuch as it is often very difficult for the commission or the rating officers—the rating officer to properly evaluate a railway mail clerk because he is not under supervision as other employees of the civil service are.

Q. You are complaining against the ratios for those three factors when promotions are made in your service?—A. We are pointing out that in our particular case it does not seem equitable at all.

Mr. TOMLINSON: He said those ratios.

Mr. FOURNIER: It is the Civil Service Commission.

By Mr. Fournier:

Q. I understood from your brief that this is hard work that you are doing, and after thirty years in the service perhaps you are not as good a man as you were after four or five years—I mean that probably you are not as physically fit. You mentioned that in your brief. Why do you want those men to get a larger ratio for seniority?—A. We claim, Mr. Chairman, in some cases—of course, the cases would have to be dealt with to some extent on their merits, and in some cases the first factor, seniority, we claim is not given proper recognition and, furthermore, as we point out, efficiency and fitness for position are not defined. I might explain that in the case of a railway mail clerk a man's efficiency is judged largely on the result of his case examinations. That is about the only way they can judge a man's efficiency because, as I said before, we are not under the same supervision as other men in the Post Office Department or employees in the business world; consequently, it is hard to determine that particular factor, and it is exceedingly difficult to determine the last one because how is a rating officer going to know the fitness of a railway mail clerk for that position?

Q. Does this rating officer travel on the trains while you are working?—A. He does not, sir.

By Mr. Tomlinson:

Q. You have yearly examinations?—A. Yes, from the case standpoint only.

By Mr. Mulock:

Q. Who is the rating officer? Who sends him down? Is it the Post Office Department or the Civil Service Commission?—A. The rating officer is generally the district director to a large extent or the district superintendent.

Q. In your district?—A. Yes.

By Mr. Fournier:

Q. Are you sure that these rating officers never travel with the candidates on the trains to see if the candidates are efficient?—A. Mr. Chairman, in answer to that question, I have been in the service for over twenty-eight years and I have never seen one of those rating officers in the trains, nor have I ever seen a representative of the Civil Service Commission in the trains.

Q. But they probably were experienced men who had worked on the trains before?—A. Well, you are asking me a rather delicate question; but I would say they are not; and I think Mr. Bland will corroborate exactly what I say.

Q. Do you mean to say that the rating men or officers in some cases have no experience of your work?—A. I say that.

Q. And he is giving you a rating?—A. I say that.

By Mr. Mulock:

Q. On what basis does he work out this rating?—A. He works it out, I imagine, from a case examination standpoint. It is only a partial criterion of a railway mail clerk's ability.

Mr. FOURNIER: Is that what they call the merit system?

By Mr. Mulock:

Q. But he has had no experience in your line of work?—A. No.

By the Chairman:

Q. Suppose there were two mail clerks in charge of a mail car and one of them is efficient and the other is not, besides God who will know who is the efficient one?—A. If a man is very lax, of course, his inefficiency is immediately noted. It would be obvious. He must be. A railway mail clerk, by the very nature of his work, must be efficient.

[Mr. H. A. Clarke.]

Q. He must be an active man, I admit that?—A. Yes, and efficient.

Q. But it may happen that when two are together in a car one man does most of the work and the other takes it easy. Do you admit it? And who will decide which man will do more of the work and which man will do less?—A. Who will decide?

Q. Yes.—A. Well, I do not know that there is anyone in a proper capacity to decide.

Q. Therefore, why do you submit your brief if we cannot decide it?—A. If you cannot decide it?

Q. You say no one can decide it. Why do you submit a brief and ask us to decide it when we know nothing about it and nobody knows anything about it? Moreover, you know very well where you have two mail clerks, one is more efficient than the other and usually the efficient one is a good samaritan who does the work of the other, and having done the work he does not report the fact?—A. Do you want a direct answer to that?

Q. Yes.—A. I do not subscribe to that at all, sir, because we are not going to carry a man up and down the road if he cannot roll the ball.

Q. To whom do you report?—A. To whom do we report?

Q. Yes.—A. We report to our superior officer, the director or the district superintendents.

By Mr. Tomlinson:

Q. Is there not a report which goes in each year from somebody in those cars as to the efficiency of the men in the railway cars?—A. To a very limited extent. I might explain. There are inspectors of postal service. There is one man as a rule who is given duties appertaining to the railway mail service. In many cases his duties are not exclusively the railway mail service, and in some cases he does make inspection trips, but they are very limited.

By the Chairman:

Q. Suppose an inferior mail clerk reports against an efficient one, who will know which of them is right?—A. There would have to be an investigation made.

Q. And each one will say that he is the best man?—A. Yes.

Q. It is impossible to follow 1,164 persons on the train to see which ones are the best, and so on. It is a very hard task, otherwise the rating officers would receive passes from all railways, and they would be very numerous.

By Mr. Tomlinson:

Q. Do you know when these inspectors are coming around or when they are on the train?—A. No, sir.

By Mr. Fournier:

Q. The superintendent travels on those trains off and on?—A. The district superintendent or director, as the case may be.

By the Chairman:

Q. Do they go to the mail car?—A. I would say sometimes they go to the mail car.

Q. For long, or just to pay a little visit?—A. Mr. Chairman, my railway mail service experience has been confined largely to one district, and perhaps in some districts they do come to the mail cars more than in some other districts.

Q. I am in favour of the mail clerks because they do hard work, and work that must be appreciated; but you see the difficulty of the point, and you have had enough experience, Mr. Clarke, to understand it. I ask you a definite question: do the post office superintendents go in the mail cars for some time or just to call and say "How do you do"?—A. Occasionally, yes.

Q. How long?—A. Just as long as they care to stay.

Q. That is not an answer, Mr. Clarke. I want you to say half an hour or an hour, or whatever length of time you think is correct?—A. I cannot give you a definite answer to that because district directors and district superintendents in different districts may exercise a different procedure.

Q. I do not ask you what they do as a rule, I ask you what they do, according to your experience?—A. Sometimes they ride in the postal cars, but not very often.

Q. And how long each time?—A. Oh, probably a division.

Q. A division?—A. Yes.

Q. Which is about three or four hours?—A. Yes, three to five hours.

By Mr. Tomlinson:

Q. Then is not the district superintendent responsible for a knowledge of the efficiency of those men in that car on his division?—A. Yes.

Q. Is he not supposed to know his men?—A. He is supposed to know them.

Q. To decide as to the efficiency of a certain man for promotion, the commission must have somebody?—A. I want to make myself plain; that the district director wishes to know the efficiency of his men; but the machinery is not created for him to ascertain that.

Q. What machinery are you talking about?—A. The yearly examination which you brought up. The railway mail service is not supervised to any extent beyond that.

By Mr. Golding:

Q. How much more machinery do you want in connection with this outfit in which the tax-payers are being burdened more than they can stand each year? How much more machinery to operate that outfit do you want?—A. Well, Mr. Chairman, I trust the member will realize that the railway mail service is a very important branch. It involves the expenditure of one third of the post office expenses.

The CHAIRMAN: We are all convinced about that, but, on the other hand, will you please answer Mr. Golding's question?—A. Well, I do not think it is within my province to answer a thing like that.

By Mr. Fournier:

Q. Have you any suggestion as to the machinery that could be set up to give you more justice?—A. Yes, sir, and we have already done that right here in the classification.

Q. In that classification?—A. Yes.

By Mr. Tomlinson:

Q. You rely on that one remedy, the classification?—A. For the present.

By Mr. Fournier:

Q. And a clearer definition?—A. And a clearer definition of hours of duty.

By Mr. Green:

Q. But your main submission is with regard to classification?—A. Yes.

The CHAIRMAN: The classification is made jointly by the department and the commission.

By Mr. Mulock:

Q. Mr. Clarke, what is the final idea? I want to get the picture.—A. The final idea, Mr. Chairman, is that we are naturally interested in an efficient service, and we believe that this is going to be conducive to efficiency. It has been subtly suggested it might lead to something later on—dollars and cents. We are making no representations on that whatever. But I would like to add that in the United States the railway mail clerk, equivalent to a railway mail clerk on a

[Mr. H. A. Clarke.]

grade B run, receives \$2,600 against our \$1,800 with a little differential on graded mileage.

By Mr. Fournier (to Mr. Dennehy):

Q. On your last point, sub-section B, section 21, eliminates the word "locality" and the word "province" is substituted in lieu thereof. The object would be that they are appointing mail clerks from one division to another division, and you are not satisfied with that.—A. The present competitions for post office positions which are vacant are now limited, and we want to have limited competitions done away with and to have local competitions for such positions. There would be open competition instead of limited competition, for post office positions, the same as in banking establishments and industrial institutions generally. They do not limit it to one area. If there was a position vacant in a certain place and a railway mail clerk was the proper individual to be appointed, at least, he should have an opportunity of competing in that examination. That is due in many cases to the word "locality".

Mr. FOURNIER: That would be more by regulation of the commission than by amending the statute.

The WITNESS: The word at present in the Act, section 21, subsection 3, is now "locality." We are asking for that to be eliminated and the word "province" substituted.

By Mr. Fournier:

Q. If you have a promotion or appointment to be made in the Stratford division, you say now that you would rather have an open competition throughout the province for that position?—A. Yes.

Q. You really mean that?—A. We mean that. In our district headquarters in various provinces, if our men desire to compete for a certain examination, in many instances to-day they cannot do so because they are closed out by the residential clause.

By Mr. Brooks:

Q. Is that not true of all civil servants?—A. I can only answer for our own positions.

By Mr. Jean:

Q. Have you a list?—A. We have it here.

The WITNESS: (Mr. Clarke) I would like to point out that there is a little clause in there "so far as practicable." It is often found necessary in filling some positions to bring men from Vancouver to Ottawa, or vice versa.

By Mr. Tomlinson (to Mr. Clarke):

Q. Do you feel that should be changed?

By Mr. Glen:

Q. If there is a competent man in one division and there is a vacancy in another division, at the present moment that man is debarred from applying for that position?—A. Yes.

By Mr. Mulock:

Q. It is not only a question of division, it is a question of locality.—A. Yes.

Q. If that were enlarged to "division" would that be of any assistance? If it were enlarged so that the railway mail clerks in one division were eligible for an examination, would that assist?—A. That would assist, yes.

Q. For instance, if they held a competition for the Ottawa district and brought a man from, say, Port Arthur, or something of that nature. You see what I mean, coming from all over the country.

By Mr. MacInnis:

Q. I was going to ask Mr. Clarke if the reason behind this request was that it would make for more efficiency in the service because you would have a larger selection?—A. I would consider, Mr. Chairman, in answer to that question, that that is an undoubted maxim throughout this country. Take the banks; they do not limit their promotions or exchanges to any locality. They are transferred from one end of the country to another. But I would not suggest at present that that could or should be made applicable to the service, but we think it should be liberalized to some extent.

By the Chairman (to Mr. Dennehy):

Q. Mr. Dennehy was speaking of the mail clerks becoming efficient men after they have passed the examination which is open to the whole province—A. We ask that the limitations be removed.

Q. But, on the other hand, you know very well that a man who has been made a clerk in a certain division knows more about that division than any other one, and he can give better service in that division than anyone else?—A. That is true.

By Mr. Hartigan (to Mr. Clarke):

Q. Mr. Clarke, you said you had been in the railway mail service for some twenty-eight years, and as a result of that experience I suppose this brief was compiled. You say on page 2 that the duties are becoming more exacting and that the physical and mental strain is necessarily greater. Is that true?—A. Yes.

Q. You also cite an example of long and unusual hours?—A. Yes.

Q. Which I presume produce that situation. Then in the next paragraph you state that the mortality rate among railway clerks and other branches of the service has increased. Could that situation be corrected by, say, transferring railway mail clerks, after a certain number of years, to positions in city post offices without loss of pay?—A. Yes, it could to a certain extent.

Q. Would you consider that advisable?—A. I would, yes.

Q. Is that not the system that was followed in England?—A. Yes, it is, largely.

Q. Does it not work for greater efficiency?—A. I rather hesitate to answer that question, but I would think it does.

Q. Do you know from your own knowledge that that is the experience in England?—A. Yes, I do.

By Mr. Tomlinson:

Q. But the whole country is small compared to Canada?—A. Yes.

Mr. HARTIGAN: But they have a population of forty-five million people.

The CHAIRMAN: Gentlemen, are there any other questions?

By Mr. Green:

Q. What are you submitting in regard to paragraph 4 of P.C. 970?—A. This is a rather lengthy document, and I would consolidate it, with your permission, in this way: what we are asking for there is more or less an appeal board. I would suggest that the appeal board consist of one of the men in the service and a commissioner and a departmental head, or something along those lines. I am more or less citing general lines, or general ideas. This is P.C. 970. It refers to a more elaborate scheme which was suggested at that time by the National Civil Servants Council. There are limitations, on the other hand, as to how that should be instituted and so on; but that is the principle involved in our request.

[Mr. H. A. Clarke.]

By Mr. Tomlinson:

Q. If you widen the scope of your appointments to the Dominion of Canada and you have an appeal board, you will have a busy appeal board from one year's end to the other.

By Mr. Fournier:

Q. There are 40,000 civil servants.—A. Yes, I would think so.

By Mr. Tomlinson:

Q. You would have a great deal of trouble, in my opinion, in that connection.

The CHAIRMAN: Now, gentlemen, we were pleased to hear Mr. Dennehy and Mr. Clarke. We have been hearing them from twenty minutes past twelve to a quarter to one. Have you any other questions to ask these gentlemen? If there are no questions these gentlemen are discharged.

Gentlemen, before we hear either Mr. Bland or Mr. Foran or anyone else, I wish to tell you that I do not impose my views on the committee at all; but as we sat for two hours on the sub-committee preparing the agenda which was submitted to this committee and approved, I thought we should act on that. You can see for yourselves if we start listening to individual complaints of the civil servants or any other organization there will be no end to it and it will be impossible for us to take up the consideration of the operation of the Act. I put it to you, gentlemen. If you wish to listen to other witnesses along the same line as these gentlemen, you must not forget that there are twelve thousand in Ottawa and it is for that reason that I have applied the padlock law to my office door. It is free to you gentlemen. I shall be very pleased to preside at your meetings but I must tell you that this must not be considered as a precedent, otherwise there will be no end to it.

Mr. GREEN: Perhaps each case can be decided as it arises.

The CHAIRMAN: I may tell you, Mr. Green, that it was decided the other day to hear Mr. Bland and Mr. Foran. Both of these gentlemen are busy. They have spent the morning here and they can give us their views as to the evidence that we have just heard. On the other hand, if we make exceptions to the rule we shall suffer from it. I warn you about it, but it makes no difference to me. I shall now call Mr. Bland.

Mr. C. H. BLAND, recalled.

The CHAIRMAN: Mr. Bland is your witness, gentlemen. Have you any questions to ask him?

Mr. FOURNIER: I would rather hear Mr. Bland give us some information in regard to the operation of the Act.

The CHAIRMAN: Mr. Boulanger, have you anything to ask?

Mr. BOULANGER: I think I should like to hear Mr. Bland's views on the presentation of the mail clerks.

Mr. MACINNIS: The first point is classification.

Mr. BOULANGER: He has heard the evidence and I should like to hear Mr. Bland in reply.

The WITNESS: If it meets with the approval of the committee, Mr. Chairman, I might touch very briefly on the points raised by the railway mail clerks, and if I might make a belated introduction I should like to say this, that the commission is only too happy at any time and at all times to be at the service of this committee. We want in every possible way to help you to improve the operation of the Civil Service Act.

The CHAIRMAN: Thank you.

The WITNESS: There are six points raised in this memorandum from the railway mail clerks. The first deals with classification, to which should be

added I think the word "compensation." The present system with reference to railway mail clerks is that they are recruited from the younger and more competent sorters among the postal clerks in the post offices. They are paid at the present time on a range of salary which goes as high as \$1,800. As far as that is concerned they are classified in that way just as are other members of the service. In addition to the classification range the railway mail clerks receive a mileage allowance, one cent for each mile travelled and a second allowance in the form of a graded allowance depending on whether they are in charge of a car on first class runs, or second in charge of a car, and also dependent on whether they are in charge of the car on a second class run. So under the present system there are three compensations; there is the classification of the railway mail clerks, the basic salary which runs as high as \$1,800, the railway mileage which adds something to that, though it is eaten up by certain expenses, and there are graded mileages which differentiate between railway mail clerks in charge of a car or assistants to those in charge of a car; and I might say, while I have not seen the brief of the federation before this morning, these are points that have been discussed from time to time both with the department and with the commission. As I understand it, the desire of the Railway Mail Clerks' Federation is that the question of compensation and classification should be further divided into grades, maybe railway mail clerks one, two, three, four, or junior, senior, principal and so on. I have heard it suggested that the same grades should be applied to the railway clerks as to postal clerks. I think the object of this suggestion is that railway mail clerks should benefit in two ways. In the first place it is thought that the system of promotion and transfer of the railway mail service would be more flexible if there were several grades instead of simply one grade. In the second place, there might be a question of the railway mail clerks benefiting if the present allowances for mileage and for duties as a man in charge or an assistant in charge were incorporated with the regular salary because by that means they would become part of the basis upon which superannuation is paid. I understand that at the present time the department is submitting to the commission this question of classification and compensation, and the commission will be glad to discuss it. I think the only way it can be discussed in such cases is this way, namely in a three-way conference between the commission, the department and the Railway Mail Clerks' Federation.

The CHAIRMAN: Therefore I will ask Mr. Dennehy and Mr. Clarke to notify us if they receive a favourable reply from the government before we reach their case.

By Mr. Green:

Q. Don't you think it would be fair if there were grades; that is the man in charge of a car should be in a different grade— —A. There is, Mr. Green, at the present time, some differentiation, as you will see; namely the man in charge on first class runs receives additional pay which is called graded mileage. The railway mail clerk feels that it should not be on that basis, but as part of the regular salary. There are arguments on both sides. I think it is a matter which has to be discussed between the three points of view.

The CHAIRMAN: Are there any other questions, gentlemen?

Mr. JEAN: May I suggest we are not the proper body to deal with this matter. It seems to me the department and the commissioners could settle it without having it come before us.

The CHAIRMAN: I am rather inclined to agree with you, Mr. Jean, but as I am prepared to act in accordance with the wishes of the committee, it has been suggested by some members that the witnesses should be heard. I do not object to that at all.

[Mr. C. H. Bland.]

Mr. GREEN: It might be, Mr. Chairman, that the department and the commission would not be so reasonable when they are talking with the men as they are now.

The CHAIRMAN: There is a lot of wisdom in what you say, Mr. Green.

By Mr. Elliott:

Q. Would you explain the method of promotion, Mr. Bland?—A. May I leave that until we come to that point in the brief? As regards Mr. Green's point I would like to say this: we have found in the past few years you can make considerable progress if you have a round table conference between the employer, the employee and the commission. That is the way we are trying to do business. I am quite confident we can give service to the employees and the department if we proceed in that way. The second point has to do with hours of duty. The regulations of the commission and the provisions of the Civil Service Act, it is true, do place on the shoulders of the commission the duty of regulating hours. The commission, however, has felt it wise to regulate for general hours of duty rather than to attempt to cover all individual cases; and so it is provided by regulation 88 that the general hours of duty shall be so-and-so, but they shall be subject to individual conditions which shall be decided by the departmental heads concerned. This particular case as to the hours, allowances made for the special duties of the work and the regulation of the services is a matter which can be best discussed between the employees' federation and the department itself. If the commission can be of any service in assisting in the matter we shall be very glad to give it.

By Mr. Fournier:

Q. I understood the gentlemen to say they had made no representations to the Civil Service Commission, that civil servants were forbidden to go to the commissioners about it?—A. The Civil Service Commission has no rules that would forbid representation. The commission is always open to representations that would lead to the improvement of the Public Service. We regularly receive delegations from various employees' organizations, and we naturally discuss the matters raised with the department concerned.

Q. In practice all these employees who are organized some time or other come to see the commissioners or the commission to have redresses made?—A. They come regularly to us and bring us points that they wish to have rectified.

By the Chairman:

Q. Nearly every organization?—A. Nearly every organization, yes, sir.

By Mr. Fournier:

Q. There is no regulation of your commission forbidding this?—A. No regulation, no.

By Mr. MacInnis:

Q. Is there any regulation of the departments?—A. The regulation that was in the mind of the last witness, I think, is the regulation of the commission dealing with undue interference with the commission in regard to appointments, promotions, salaries, classifications and so on.

By the Chairman:

Q. It is just a misunderstanding?—A. I do not think there is any real misunderstanding between Mr. Clarke, Mr. Dennehy and the commission.

Q. A misunderstanding in regard to the regulations?—A. Yes, quite so, sir.

By Mr. McNiven:

Q. Now, with reference to the last three paragraphs of the brief under the heading of "hours of duty." These points deal with certain conditions that arise

in regard to the service. Do you suggest in that conference there could be discussed the possibility of arranging for the transfer of railway mail clerks in regard to certain areas as is done with other positions in the postal service?—A. That is being done now, sir. I think that could be furthered by such a conference as is suggested.

Q. Would you think that would be feasible?—A. Yes, I do.

Q. Is that the system in force now?—A. That is in force to-day. I might explain in relation to the figures presented that during the period from 1929 to 1935, there was a considerable reduction in the volume of work done by the railway mail service, and at that time many were transferred to duty in the city post offices.

Q. Without loss of salary?—A. They lost salary in that they missed the mileage, because the mileage is an allowance granted for travelling on the road; otherwise there was no loss. As a corollary to that, at the same time many of these former railway mail clerks who were placed back in the post office are now being returned to the railway mail service as conditions warrant. There is that desire for flexibility, though, between the road service and the city post office service, and I think that is one very favourable point that was brought out in the first recommendation of the delegation. One of the benefits that might be secured by consideration of the reclassification, would be making the postal service as a whole more flexible.

Q. Now, as to the working hours. It is suggested that the department and the commission have a different viewpoint on the interpretation of the phrase "working hours," and it is said you refused to recognize these extra working hours.—A. I do not know just what is meant in that. I noticed that when Mr. Clarke was speaking, Mr. Fournier. I have no knowledge that there was a difference of opinion, because the question of the hours of work and the regulation of working hours in the railway mail service is a question we leave to the post office department almost entirely, and I think of necessity. That may be a point that we can further discuss at a meeting.

The CHAIRMAN: Are there any other questions?

Mr. GREEN: On the last page of the recommendations—

The CHAIRMAN: Any member will be able to check up that from the statutory regulations.

By Mr. Hartigan:

Q. I think Mr. Bland should give us a resume of his opinions.—A. I shall be very brief. On the last page, point number three, in connection with the second subsection of section 47, refers to the recommendation of the parliamentary committee of 1932 which stated that when civil servants were retired for any reason they should be given what is called their retiring allowance, which at present ordinarily runs during six months, during which time they are kept on the pay-roll, in the form of a lump sum so their position would be available for a promotion or transfer of some other employee. That recommendation of the committee was carried with this proviso: "when the financial condition of the country permits." And so far the Treasury has not seen fit to implement that recommendation.

By Mr. Fournier:

Q. It has been applied to other civil servants?—A. It was applied to the Department of National Revenue, but last session that was revoked as far as it was concerned; so that at the present time there is no such rule in effect in the service.

Q. Then, actually, this subsection 2 does not apply to any department?—A. Not to any department. It may be applied in the exceptional case at the Treasury's Board's discretion, but there is no general rule giving effect to that proviso.

[Mr. C. H. Bland.]

By the Chairman:

Q. It is not you, the commission, but it is the Treasury Board that decides about that?—A. Quite so.

By Mr. Jean:

Q. There is no discrimination in that?—A. No, there is no discrimination.

By Mr. Golding:

Q. You had this under consideration before, had you?—A. Yes.

Q. This matter has been up before?—A. It has been up for seven or eight years.

Q. Suppose this recommendation were carried out, would it mean an increase in the way of expenditure?—A. Yes, it would cost more money to do it.

Mr. GOLDING: My friend rather resented speaking of dollars and cents. But I think if he were representing a group of agriculturists such as some of us have in our constituencies, where the earnings of a whole family, according to Mr. Deachman, would be less than \$350 a year, I would expect that he, representing that group, would try to see to it that the expenditure was not increased in connection with a railway system that is far from meeting its obligations. We have to be careful in this country in building up so much machinery here. Taxes are going up, and our people absolutely cannot meet these obligations.

Mr. CHAIRMAN: Mr. Golding, if you will permit me to say so, this has nothing to do with the railway system. It has something to do with the Post Office Department.

Mr. GOLDING: Oh, it has?

Mr. McNIVEN: That is what he means.

The WITNESS: If I may be permitted to say so, I think that was the very point that the Treasury Board had in mind.

Mr. GOLDING: That is what I think.

By Mr. Deachman:

Q. There is one point I would like to ask about. It says in this brief, "Actuarial proof can be submitted that there are forty-two deaths among railway mail clerks for every 32·59 among civil servants as a class." If that estimate was correct, would it not be possible to transfer these men after some years of service into the Postal department and thus relieve the strain on them? That is a marked difference there.—A. I think that is most desirable.

The CHAIRMAN: It is a very good suggestion.

By Mr. Fournier:

Q. Or they could be promoted to inspectors, examiners or some other easier job?—A. Points 4, 5 and 6, Mr. Chairman—

The CHAIRMAN: Just a minute, Mr. Bland. We could have them promoted as rating officers.

By Mr. McNiven:

Q. To what extent has it been done now?? For example, Mr. Clarke has given evidence that he has been on the road for twenty-eight years; Mr. Dennehy has been on the road for a number of years, and I know two men who have been on the road since 1912 and 1909.—A. It is done to a very large extent at the present time. I think that the suggestion Mr. Fournier made was a very excellent one. I think Mr. Clarke and Mr. Dennehy would make excellent inspectors. I think that would be a good way of handling the situation.

By Mr. Fournier:

Q. Experience shows that some of these men work for twenty-five years and yet when there is a vacancy a younger man is promoted?—A. That may be. I say this: I have seen many cases where railway mail clerks have been transferred from the service, that is from the road to the city post offices, and they have subsequently asked to go back to the road again. I think it was Mr. Dennehy himself who said that it is hard for old fire horses to get away from the sound of the bell. Yet I do believe that is one point that should be given careful consideration, so that the railway mail service will not consist of men who are getting too old and on whom we are imposing too heavy responsibilities.

By Mr. Deachman:

Q. What is the maximum age at which they can enter?—A. Thirty-five.

Q. And they may remain in the service until sixty-five?—A. They may. But I do not think the Post Office Department would be expecting to see it happen very regularly.

By the Chairman:

Q. Are returned men admitted over thirty-five?—A. It is a case of promotion and, consequently, the returned man preference does not apply. May I go on to 4, 5 and 6?

Mr. DEACHMAN: Yes.

The WITNESS: Four, 5 and 6 of the submission have to do with subjects that are so large in scope and so vexed in application that I would suggest, if the committee agrees, that it would be well not to attempt to deal with them in five minutes—appeal boards, promotions at large, and locality preference.

By Mr. Fournier:

Q. You have your own ideas as to this appeal board?—A. All three of these are points on which I had hoped to be able, if the committee were willing, to make some submissions at a later date. They are all large questions on which I would like to make some suggestions.

By the Chairman:

Q. They do not apply to mail clerks alone?—A. No, sir.

By Mr. Jean:

Q. They affect the whole service?—A. The whole service.

The CHAIRMAN: And you may touch on it while explaining the operations of the Act.

By Mr. Fournier:

Q. This order in council, P.C. 970, was based on a memorandum you sent to the government, was it not?—A. The original order in council was based upon the findings of a committee of the House.

By Mr. Mulock:

Q. In 1932?—A. 1926, I think the original was. That is before the 1932 committee.

By Mr. Fournier:

Q. Am I rightly informed that you sent in to the Treasury Board a memorandum along those lines?—A. Are you referring to section 3 or section 4?

Q. Number 4?—A. With regard to number 3, we sent in a recommendation to the Treasury Board; number 4, I think, was originally brought up by a committee of the House, the Committee on Industrial Relations, I think.

[Mr. C. H. Bland.]

Q. And in 1934 or 1935, did you not further this order in council?—A. Number 4 was discussed at the committee of 1932 and again at the committee of 1934, but no actual action has yet been taken to set up an appeal board.

Q. Later on would you bring up a copy of your memorandum so that we can look into it?—A. Yes, certainly.

The CHAIRMAN: Are there any other questions, gentlemen?

By Mr. MacInnis:

Q. Does not number 6 possibly apply to this particular submission?—A. Number 6?

Q. Yes, where they ask that the word "locality" be eliminated?

Mr. TOMLINSON: That pertains to the whole service.

By Mr. MacInnis:

Q. Is that right?—A. It does. The section of the Act with reference to locality does pertain to the whole service and it is of such a difficult nature to administer that I would like to have a little more time to bring it up before the committee, if I may.

By the Chairman:

Q. When you explain the operations of the Act?—A. Yes.

The CHAIRMAN: We will take it in turn. Are there any other questions, gentlemen?

Mr. GLEN: Mr. Bland will be on the stand?

The CHAIRMAN: Mr. Bland, Mr. Foran and Mr. Potvin will be here on Thursday morning at eleven o'clock.

Now, gentlemen, I have received several letters from the mail carriers. We have nothing to do with them because they have a contract under the Post Office Act; and I have asked Mr. Doyle, the clerk, to prepare a stencilled letter for the purpose of acknowledging receipt of such letters. If you like, gentlemen, to avail yourself of the same formula, if you will hand the letters you receive to Mr. Doyle, he might answer them for you on behalf of the committee, stating that Mr. So and So, M.P., has handed him the letter received and that we have nothing to do with that, but that it comes under the Post Office Act.

Mr. MACINNIS: Does that mean, Mr. Chairman, that any employee or any association representing employees of the Post Office department cannot make submissions to this committee?

The CHAIRMAN: They may make their submissions when they are related in some way or another to the Civil Service Act. But the mail carriers have contracts, and therefore, as you see, we have nothing to do with it. They fix the price they charge.

Mr. McNEIL: You are referring to the rural mail couriers?

The CHAIRMAN: Yes. We have received a lot of letters from them. If the members of the committee desire to save themselves trouble, they may hand their letters to Mr. Doyle—they are all alike—and he will answer them for them.

Mr. McNIVEN: Mr. Doyle is going to be exceedingly busy.

The committee adjourned at 1.05 p.m. to meet again on Thursday, March 17th, at eleven a.m.

v. Doc
CA1 XC 2
-38 C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

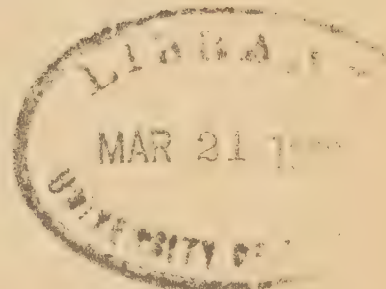
No. 3.

THURSDAY, MARCH 17, 1938.

WITNESS:

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

A circular library stamp from the University of Ottawa. The text "LIBRARY" is curved along the top inner edge, "MAR 21 1938" is in the center, and "UNIVERSITY OF OTTAWA" is curved along the bottom inner edge.

MINUTES OF PROCEEDINGS

March 17, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present:—Messrs. Betts, Boulanger, Brooks, Clark (York-Sunbury), Cleaver, Deachman, Elliott (Kindersley), Fournier (Hull), Glen, Golding, Green, Hartigan, Lacroix (Quebec-Montmorency), MacInnis, MacNeil, McNiven (Regina City), O'Neill, Poole, Pouliot, Stewart and Tomlinson.—21.

In attendance:—Mr. A. Potvin, Commissioner, Civil Service Commission, Mr. Wm. Foran, Secretary, Civil Service Commission.

The report of the Sub-committee on Bill No. 3, an Act to amend the Civil Service Act, was read and adopted, and is as follows:—

"Your Sub-committee have considered Bill No. 3, an Act to amend the Civil Service Act, referred to it on motion of Mr. Fournier, and have unanimously agreed to recommend the adoption of the said Bill with Section 20 amended to read as follows:—

20. Except where otherwise expressly provided, all appointments to the civil service shall be upon competitive examination under and pursuant to the provisions of this Act, and shall be during pleasure: *Provided that no appointments, whether permanent or temporary, shall be made to a local position within a province, and no employee shall be transferred from a position in a province to a local position in the same or in another province, whether permanent or temporary, until and unless the candidate or employee has qualified, by examination, in the knowledge and use of the language of the majority of the persons with whom he is required to do business; provided that such language shall be the French or the English language.*"

All of which is respectfully submitted.

J. F. POULIOT,
Chairman.

Bill No. 3 was further considered and adopted as amended.

Mr. C. H. Bland, Chairman of the Civil Service Commission, was recalled, examined and retired.

On motion of Mr. Boulanger,—

Ordered,—That Bill No. 3, as amended, be reprinted.

The Committee adjourned to meet again on Tuesday, March 22nd, at 11.00 o'clock a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 17, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presided.

The CHAIRMAN: Before we commence our proceedings I should say that some people find it strange that they have not been invited here. I must say that it is neither an honour nor a dishonour to be called as a witness; it is just a matter of course and therefore we are not discriminating against those who are not called. I shall ask the clerk to read the report of the minutes of the subcommittee of yesterday.

(Clerk reads report of subcommittee.)

The CHAIRMAN: That report was unanimously accepted by the subcommittee on which there were members representing all parties and groups of the house.

Mr. LACROIX: I want to say just a word. I thank you, gentlemen, for your generous co-operation with me in regard to this bill.

The CHAIRMAN: Thank you, Mr. Lacroix, and I desire to thank you on behalf of all the members of the committee.

Now, we must conclude what we started. Mr. Bland was supposed to give some supplementary explanation on the matter submitted to us by the western, not the eastern, mail clerks. Is it your pleasure, gentlemen, to hear Mr. Bland?

Some Hon. MEMBERS: Yes.

Mr. C. H. BLAND, *recalled*.

The CHAIRMAN: Mr. Bland is your witness, gentlemen.

Mr. GLEN: Mr. Bland had not finished his remarks.

The WITNESS: Mr. Chairman, with reference to the representations made by the Railway Mail Clerks' Federation, I should like to reserve any suggestions as to the last three points in the memorandum so as to deal with them in the general presentation regarding the operation of the Act. As far as the first point is concerned, however, I think the committee would be interested to know that yesterday afternoon we had a discussion between the representatives of the Railway Mail Clerks' Federation and the post office department, and I think I can report that satisfactory progress has already been made. Perhaps Mr. Green might be interested in that.

Mr. GREEN: Hear, hear.

The WITNESS: In the hope of being helpful to the committee, Mr. Chairman, I should like if it meets with your approval—

By Mr. Fournier:

Q. Just before you proceed, Mr. Bland, at that meeting you discussed I suppose the brief that was presented to us and particularly the first point of the brief, the question of classification?—A. Yes.

Q. And hours of duty?—A. That is a matter, of course, that rests mainly with the post office department. As I said at the last meeting of the committee, the commission will be very glad to assist in the matter and help to bring it to as satisfactory a conclusion as possible.

Q. It rests with the department, according to the statutes; the commission have something to say about it?—A. Yes, sir, but under the regulations made under the statute the general hours of duty are defined by the commission, and the provision is made that the department shall control particular cases; and I think the hours of duty of railway mail clerks would come under that; they certainly come under a special category, instead of the general provision.

If there are no further questions, Mr. Chairman, might I proceed with the general statement?

The CHAIRMAN: Yes.

The WITNESS: In order to be as helpful as possible to the committee I would like, Mr. Chairman, if it meets with your approval, first of all very briefly to outline the reasons and the causes that led up to the Civil Service Act in its present form; and then, to give a brief outline of the provisions of the Act as they are at present operating.

By the Chairman:

Q. Would you take up the operation of the Act now and explain the mail carriers' grievances, or will you explain the mail carriers' grievances now—the mail clerks' grievances—do you see?—A. If the committee agrees with me I would prefer to deal with that as the proper time comes along in the presentation of the general statement. I think it would be clearer to the committee if I were to do it in that way.

Q. You will proceed that way?—A. Yes.

Q. You will first make your general statement?—A. Yes, sir.

Mr. CLEAVER: That will give us the cardinal background. That will give us the picture of the operations of the Act in a general way.

The WITNESS: I would suggest that first I give you the reasons for the coming into being of the Act.

By the Chairman:

Q. Before dealing with section 1?—A. Yes, sir.

The CHAIRMAN: Go on.

The WITNESS: The Act in its present form, gentlemen, is the result of the deliberations and the findings and recommendations of a great many committees such as yours as well as several royal commissions. Their investigations extended over a period of approximately 60 years; even immediately after confederation some study began to be given to the necessity for some control of the civil service, and some provision for recruitment thereto and promotion therein. The Casey commission of 1877 and the McInnes commission of 1881 both made recommendations tending towards a system of appointment and control of the civil service in Canada. In 1882 a preliminary measure was adopted which provided for a partial qualifying examination for certain sections of the service.

By Mr. Fournier:

Q. An Act was passed?—A. An Act was passed. The conditions of that Act however were not entirely satisfactory and two other committees took up the study; the Hague commission in 1892 and the Courtney commission in 1907, and both of these committees urged further extension of what was beginning then to be called the merit system. In 1908 a partial attempt was made to implement the recommendations of these committees and an Act was passed providing that a competitive system should be applied to at least part of the service at Ottawa and that qualifying examinations should be continued for the outside service. The scope of this 1908 Act was, however, comparatively

[Mr. C. H. Bland.]

limited. A few years later, in 1912, another commission consisting of Messrs. G. N. Ducharme and R. S. Lake reported that entrance to and promotion in the service should not be a matter of political patronage, and that all of the service should be placed under the merit system.

By the Chairman:

Q. By what you have said I understand that at first the duty of the Civil Service Commission was to see if men were competent for jobs for which they applied and the commission was making eligible lists and the ministers were choosing from these lists. The nominations were not made by the commission?—A. That is true, Mr. Chairman; except that I would like to qualify it by the statement that that was done by a body known at that time as the Civil Service Board, before the commission itself was created.

Q. I consider it very important and I want to make it clear for the committee?—A. I should like to also.

Q. What was the Civil Service Commission at the start?—A. In 1882 the Civil Service Board—it was not then called a commission—conducted purely qualifying examinations from which selections were made.

Q. That was in 1882?—A. Yes, sir. That continued until 1908 when the commission was appointed and the law was changed, so that many positions in Ottawa were recruited by competitive examinations instead of qualifying ones. The qualifying provision continued for the outside service.

Q. Yes, but were the appointments then made by the commission or by the ministers?—A. By the minister in the outside service, by the commission in the inside service.

Q. That was the situation in 1908?—A. Yes, sir.

Q. Proceed, please?—A. In 1912 this second commission was instituted and it reported as I have said that the merit system should be extended further so as to take in the outside service; and in the same year, 1912, four years after the passing of this new Act, a royal commission was appointed in the person of Sir George Murray, an eminent British civil servant, who went through the civil service of Canada and among other things recommended that technical appointments in the public service should be left entirely to the commission, both inside and outside. In 1918 a further commission was appointed having a bearing on the public service question. This commission was appointed to investigate conditions in the printing bureau, and conditions there were found to be very unsatisfactory so that a report was made that a thorough investigation should be made, and that a re-arrangement of the bureau on the merit basis should be effected. This was done and an annual saving of approximately \$600,000 was effected as a result of the investigation recommended by the commission. And consequently, in 1918—

Q. How was that saving made?—A. By a diminution of the number of employees and by securing employees who were more competent to do the work required.

Q. Through one man taking the place of two in some instances?—A. Yes, that was the case in certain instances.

Q. Yes; in what grades particularly?—A. I think it ran fairly well through the various grades, sir.

Q. Oh?—A. I can produce that report if the committee would like to see it?

Q. Yes; and there were Americans who came here to make a survey of the civil service. Will you touch on that?—A. Yes, sir; this was a reorganization that was conducted by an American firm.

Q. That investigation was conducted by an American firm?—A. Yes, sir.

Q. What was the name of that firm?—A. The Arthur Young Company.

Q. Was there another firm which dealt with the service?—A. Yes, sir; the same firm under a different name, or almost the same firm, under a different name.

Q. What was the name?—A. Griffenhagen and Associates.

Q. Griffenhagen and Associates—yes?—A. That was two years later.

Q. This is what you are mentioning now?—A. I am mentioning now the printing bureau investigation of 1918. In that particular case the original report was made by a special committee of Canadians, but the firm of which you were speaking came to Canada to make a study of the bureau and to install new methods.

Q. It was American efficiency applied to Canadian business?—A. I would not like to admit it was only American efficiency, I think Canadian efficiency worked out very well when it was applied.

Q. Just to go into this briefly, in the carrying out of that work is it not a fact that important documents were destroyed, that many files were destroyed on account of the Griffenhagen investigation?—A. I am not aware of that.

Q. You do not know that?—A. No, sir.

Q. But I know it. Proceed, sir?—A. In 1918 then, gentlemen, as the culmination of these royal commissions and parliamentary committees the Act was passed which is the basis of the present Civil Service Act. It extended the merit system to the entire public service, and in 1919 it was further amended so as to set up a series of regulations and orders for the carrying on of the entire administration of the public service.

Q. Just a minute, please, Mr. Bland. While we are on that will you please answer this question: You are familiar to a certain extent with the work done by Young and Griffenhagen?—A. To a limited extent, sir. Yes.

Q. Yes. Are you familiar enough with that work to say that the Civil Service Commission as it is constituted now would have proceeded on the same lines that they did?—A. I think that question could be much better answered by Mr. Foran than by myself, sir; he was much more closely connected with that work than I was at that time.

Q. What was his connection?—A. He was the secretary of the commission at that time, as he is now.

Q. Yes?—A. And it was under Mr. Foran's direction that the work was done. He would speak much more intimately and much more correctly about it than I could.

Q. I think it is so important that I would like to have a little more detail about that Griffenhagen reclassification?—A. Yes, sir. I am sure Mr. Foran will be glad to supply that.

Q. Mr. Foran would be able to do that?—A. Yes.

The CHAIRMAN: That is all right, thank you.

By Mr. McNiven:

Q. Was the Immigration department investigated at the same time?—A. I do not recall any such investigation.

Q. An investigation instigated by the honourable Mr. Calder?—A. It may have been at the same time.

Q. And likewise the Post Office department?—A. The Post Office department was looked into at a later date; the Post Office department and the Department of National Revenue.

Q. Between 1918 and 1921?—A. 1921, yes, that is true. I did not know that the Immigration department had been inquired into; but they may have been.

Q. That investigation was at the direction of the honourable Mr. Calder, I think?—A. Possibly so.

[Mr. C. H. Bland.]

By the Chairman:

Q. Do you know whether or not either the Griffenhagens or Young recommended reductions in salaries as well as increases?—A. Yes. The general provision with reference to these reductions was incorporated in the Act following the recommendation of that organization by which it was provided that no civil servant at that time should suffer reduction of salary on reclassification.

Q. Yes. Was the reclassification up or down?—A. I think it went both ways, but there was provision that if the reclassification were downwards the incumbent of the position would not suffer.

Q. Do you know if many men were set back on account of the recommendations of these organizations?—A. As regards the general classification no one suffered in compensation; as regards the printing bureau, of course, as the result of that organization a number of employees lost their positions.

Q. You mean that in the other departments nobody was set back?—A. Not as the result of classification.

Q. Therefore, this saving of \$600,000 was made at the expense of the employees of the printing bureau alone?—A. That \$600,000 saving was made at the expense of the printing bureau, chiefly in relation to methods.

Q. In relation to methods?—A. Methods of doing work.

Q. The men or the machines?—A. Both.

Q. Both?—A. Both.

Q. Yes; therefore, they had new machines to replace men?—A. Yes sir, that is true to some extent.

Q. And it was American machinery?—A. I do not know as to that, I hardly think so. The 1919 amendment really made a new Act out of the old one so as to cover the entire service and make provision not only for recruitment, but also for promotions, transfers, salaries, leave of absence and general working conditions.

Q. Do you know if these Griffenhagens from the United States are university graduates?—A. I think Mr. Foran can give you much more accurate details about that than I can.

The CHAIRMAN: Thank you.

Mr. GLEN: Mr. Bland proposes, as I understand it, to make suggestions in order to rectify the Act. If so, I suggest that he go through with that, as to what it was, and then let us have his recommendations. These questions could be asked then. There is a historical part there I would like to have on the record. I would like Mr. Bland to have an opportunity to present the picture of conditions without dealing with details of what was effected.

The CHAIRMAN: Exactly.

Mr. GLEN: Then I think he would probably like to make recommendations for correction of certain things which are not now satisfactory.

The WITNESS: I do not object to answering questions. I hope I have made myself clear. I appreciate Mr. Glen's suggestion as to the idea that I should first of all make an outline of the operation of the Act as it at present stands; and then suggest to the committee certain sources of difficulties and certain sources of irritation; and then certain suggestions as to what I think would work for betterment of conditions.

The CHAIRMAN: I thank you for your remarks, Mr. Glen, but I had heard so much of the Griffenhagens and their work and I did not want to let the opportunity go. I was afraid I might forget what I wanted to ask later on. I thank you, and I apologize for having interrupted Mr. Bland in the course of his evidence. Now, Mr. Bland, you may proceed quietly.

The WITNESS: May I say, Mr. Chairman, before proceeding, that I will be happy to answer any questions I can answer at any time. I think though it would be helpful if I were to give the general picture first.

The CHAIRMAN: If I ask these questions it is only because I feared I might forget them later on.

The WITNESS: We come now, sir, to the Act of 1919. This is the basis of the present Civil Service Act, amended to a certain degree by former committees and brought up to date. There were six main provisions in the 1919 Act. The main provisions of the Act were as follows: First, [that appointment to the public service should be made by competitive examination; second, that promotion in the service should be made by competition and for merit; third, that a standard establishment or organization should be set up for each department; fourth, that all positions in the service should be classified; fifth, that there should be standard regulations governing salary schedules, salary increases, transfers and leave of absence; and sixth, that a Civil Service Commission should be established to administer the above.] I would like if I might to put a little emphasis on these three last provisions I have mentioned dealing with what are generally called organization, classification, compensation and working conditions. I think, if I may say so, that these are very important phases of the Act; particularly under present conditions when the public service is extending to such an extent, and covering so much larger a field than it did formerly. I think working conditions and economic control of the service is very important in itself.

Coming first, however, to what might be called the keystone of the Act, appointment by competitive examination, the provisions of the Act embodying this principle are:—

Except where otherwise expressly provided, all appointments to the Civil Service shall be upon competitive examination.

That, as you will see, is a very wide and comprehensive provision.

You will note also that the Act contemplates much more than the mere elimination of unfit candidates. The examinations are not merely qualifying, as they were in previous systems, but they are competitive in nature. This is based, of course, upon the British system; and I may quote from a recent report of a Royal Commission on the British Civil Service: "A system of open competition was introduced in Great Britain to avoid the evils of patronage, and has worked well." The competitive system embodies two principles: First, that every citizen shall have the right to compete for positions in the service of his country; and second, that "The best shall serve the state."

The first step in the application of the competitive system, once the preliminary considerations of qualifications and salaries have been decided upon, is to advertise the fact that applicants are invited to provide for the filing of applications by persons interested. The employment field is selected in which it is most likely that the desired material will be secured and all means of co-operation with educational institutions and technical or professional organizations are utilized to bring examinations to the attention of likely applicants. It may be noted that positions at the headquarters of the government at Ottawa are open to citizens of the entire dominion, but local positions are filled from the locality in which the vacancy occurs. I shall have more to say about the vexed question of locality at a later point.

—[The term "competitive examination" as used in civil service laws has been defined as any reasonable method of ascertaining relative merits and fitness, the best examination method being the one best suited to secure an efficient public service, and, as indicated in the second clause of the Act, any form of examination may be utilized which will produce the desired result.] In examinations for clerical and lower grade positions, for example, a written examination is usually included. In examinations for technical and administrative positions the oral examination or personal interview, with or without a written examination, is more generally used. The various types of tests which are used for the various kinds of positions might be summarized under five general classes; first of all,

[Mr. C. H. Bland.]

there are tests of educational qualification; second, there are tests of training and experience; third, there are technical tests, sometimes written and sometimes oral—along the lines of the duties to be performed; fourth, there are oral tests to compare the personal qualifications of candidates for positions requiring supervisory ability, executive capacity, etc.; and fifth, there is the collection of satisfactory evidence as to the character and standing and integrity of the persons who are selected for appointment.

When an examination is completed the names of the successful candidates are listed in order of merit according to the marks which they have received and an eligible list is compiled in the order of the marks that have been awarded, subject to two preferences, the first preference being to returned soldiers who have qualified, or in other words have secured pass marks; and the second preference, over and above the first one, being to disabled returned soldiers who are unable, on account of their disabilities, to resume their pre-war work and have not been otherwise re-established.

An important point in connection with examinations is the probation clause in the law. No examination itself is a perfect instrument for selection, and consequently a probation period is provided by law whereby each appointee is subject to trial by the department in which he is working, and at any time within six months or a year or any shorter period he can be rejected or moved to another position if found unsatisfactory for the one to which he has been appointed. That is the general picture with reference to competitive appointments.

Closely related to it is the question of promotion, which I am frank to say is one of the most difficult questions in connection with the administration of the Act, and on which I hope to be able to give you some helpful suggestions at a later time. The question of promotion is provided for in the Act as follows—am I reading too much from the Act, Mr. Chairman?

The CHAIRMAN: No, Mr. Bland, you are not. It is understood that this is a general survey.

The WITNESS: Exactly.

The CHAIRMAN: It is given in order to make the members of the committee familiar with the general lines of the operations of the Civil Service Act, after which we will study it in detail, if it is your pleasure, gentlemen.

By Mr. Fournier:

Q. This is the 1919 Act?—A. Yes. The reason I asked the question is that I did not want to burden the committee with any more quotations from the law than I have to; but if I think it will give a clearer picture, I am taking the liberty of reading the terminology of the Act.

Mr. BETTS: I hope Mr. Bland will not abbreviate his remarks. I find them very useful.

The CHAIRMAN: No, Mr. Bland, do not do that. This is most interesting and profitable to all of us and it gives the committee a general outline. Afterwards, if it is your pleasure, gentlemen, we will take the sections one by one. After Mr. Bland's explanation of the operation of the Act—section 1, section 2, sections 3 and 4, and so on—members will be allowed to ask questions. That is why I asked you, gentlemen, to kindly read the Act beforehand and take note of the questions you are going to ask, in order that you may not forget any. Will you proceed, Mr. Bland?

The WITNESS: The law provides for promotion in these terms:—

Promotion is a change from one class to another class with a higher maximum compensation—

And this is the important clause:—

—and vacancies shall be filled, as far as is consistent with the best interests of the civil service, by promotion.

That makes, as you will see, a very strong principle of promotion inherent in the very wording of the Act itself.

The second clause in the section of the Act which I am quoting reads as follows:—

Promotions shall be made for merit by the commission upon such examination, reports, tests, records, ratings or recommendations as the commission may by regulation prescribe.

That, as you will see, is a very comprehensive statement. Three factors are concerned in cases of promotion: seniority or length of service, which is a minor factor; the candidate's record and efficiency in the position he is now holding and the positions he has held in the past; and his estimated fitness for the position for which he is applying. Written examinations are infrequently resorted to in promotions because of the fact that the factors which we try to discern and to examine in connection with promotion are not altogether questions of what a man knows; they are questions of what a man is able to do in a supervisory position, and they naturally involve questions of his relationship with his fellow workers, his ability to supervise and his general personality and capacity for higher work. Consequently, on this basis and for this reason, written examinations are not the main basis in selections for promotion. The commission's selection is based almost entirely on the reports made by departmental officers on the efficiency and fitness of the various candidates. The function of the commission, then, as you will see, is not so much to conduct independent tests of the relative merits of the applicants for promotion as it is to endeavour to secure a fair and impartial consideration of the qualifications of the candidates who apply, based on the reports of the officers who are best acquainted with the candidate's work. That is all I shall say for the moment on promotions, although I hope that we may have a fairly lengthy discussion on the question later; because, gentlemen, we need your help on promotions.

Mr. GLEN: You will get it.

The WITNESS: I come now to the question of organization, classification and compensation, a subject which, to my mind, is extremely important but which perhaps has not had as much discussion given to it as it merits. After all, the public service of Canada at the present time is a large organization which involves a great number of employees; it costs a great deal of money. The question of the proper compensation of employees, the proper organization of the departments and proper methods for carrying out the public business are matters of dollars and cents for the tax-payers of Canada. The law provides certain definite provisions for the organization of government departments and for the classification and compensation of civil service positions. Under these provisions, an organization or establishment is set up in each department; and changes in this organization can be made only with the concurrence of the minister of the department, the Civil Service Commission and the Treasury Board. There is a three-way control—the minister of the department, aided by what help the Civil Service Commission can give him, and final decision in the hands of the Treasury Board. After a study of the various types of positions in the service, standard classification of positions was established, specifying the qualifications required and the compensation justified for each case. Into these classes the individual civil servants were allocated. When new appointments are required a similar analysis is made, so that as far as possible the principle of equal pay and fair pay for equal work is carried into effect.

The CHAIRMAN: Just a minute, Mr. Bland.

The WITNESS: I would like to have your observations, Mr. Chairman.

[Mr. C. H. Bland.]

By the Chairman:

Q. Mr. Bland, you said a word about the Treasury Board?—A. Yes.

Q. Is it a fact that no civil service employee can now have an increase in salary without the approval of the Treasury Board or the Comptroller of the Treasury?—A. I will have to qualify that answer slightly, sir. The Act provides a compensation range, a range of salaries, for each type of position; that is, an initial salary, several intermediate grades of salary and a maximum salary. Increases within that range may be made by the deputy minister of the department concerned without recourse to the Treasury Board.

Q. That is a normal increase?—A. Yes.

Q. But when there is a particular increase or an increase in the salary of any particular individual, the authorization of the Treasury Board or the Comptroller of the Treasury is required?—A. More than the Comptroller of the Treasury; it is the approval and the concurrence of the Treasury Board itself which is required.

Q. No minister can secure any increase in salary for anyone in his department except on normal lines?—A. That is right.

Q. If it is not approved by the Treasury Board?—A. The only other way is to include the item in the estimates, which is very infrequently done.

Q. Yes, naturally; that is legislation.—A. Quite so.

Q. But outside of that, the position is as I have stated?—A. Outside of that, that is correct.

Q. The Treasury Board is there?—A. Yes.

Q. For the payment of salaries?—A. Yes.

By Mr. Boulanger:

Q. If I may be permitted to ask a question, I should like to know of whom the Treasury Board consists?—A. The Treasury Board consists of six ministers of the Crown acting as a sub-committee of the Cabinet dealing with matters of finance; and before this board must come up for concurrence or approval all matters relating to any financial consideration.

Q. Are the members of the Treasury Board changed from time to time or are they permanent?—A. I speak with some hesitation on the question of the selection of the Treasury Board, but they are appointed when a government comes into office. There are, of course, alternatives or substitutes, so that if any particular member is absent, another member may take his place. The Minister of Finance is chairman of the Treasury Board.

Q. Who are the others?—A. At the present time, the Minister of Justice, the Minister of Mines and Resources.

By the Chairman:

Q. The Minister of Finance?—A. The Minister of Finance is chairman, yes.

By Mr. McNiven:

Q. The Minister of National Revenue?—A. Yes, the Minister of National Revenue, and the Minister of Trade and Commerce, I think; I may be wrong in that. Perhaps Mr. McNiven can correct me.

Q. I thought the Minister of Agriculture was in that, but I am not certain.—A. I am not certain about that. They change very naturally when ministers are absent, and I am not sure what the original Treasury Board was.

I go on now from promotions to the question of transfers. The Act leaves the question of transfers between different positions or different departments fairly open, so that there is only a general supervision on the part of the commission to insure that persons transferred from one type of position to another

type of position are qualified and also in connection with transfers from one locality or one province to another. Outside of that, control of transfers is largely and in fact entirely in the hands of the department itself.

Next I come to leave of absence. The Act makes provision for four types of leave of absence with pay: The first is holiday or recreational leave, which is provided by a clause of the Act itself; the second is sick leave; the third is leave for certain designated causes, such as illness in the family, death in the family, quarantine and so on; and the fourth is leave granted when an employee is being retired from the service. In the majority of cases leave is handled by the deputy minister concerned, subject to general regulations established for the purpose by the commission and approved by the Treasury Board. The leave regulations now in effect were established with the intention of discouraging unjustified leave of absence with pay, and of providing adequate leave of absence where leave was actually needed and justified, commensurate with the length of service of the employee. I should like to emphasize that particular phase, because I think one factor of any leave situation should be the relation of the leave granted to the length of service of the employee. I think that will be the subject of some representations made to you, that changes should be made in that particular connection so that the length of service should be considered, as it is in the British service, in connection with leave of absence. Generally speaking, the leave system, I think, has worked fairly well. I think it has prevented many cases of abuse; and at the same time I think there has been reasonable provision for leave where leave is justified.

The chairman raised a moment ago the question of salary increases. The Act provides that yearly increases in salary within the limits set by the classification shall be granted for meritorious service and for increased efficiency. Salary increases are granted by the deputy-head of the department, and such supervision as the commission exercises is practically only a matter of record. That was the result of the findings of one of the last parliamentary committees.

(At the request of the chairman, Mr. Glen took the chair.)

The WITNESS (continuing): I come now to the question of suspension, dismissal, resignation and separation from the service. The power of temporary separation from the service or suspension is left by the Act in the hands of the head of the department or, in his absence, the deputy-head. Similarly, the power of dismissal is left in the hands of the governor-in-council. The Civil Service Commission has no relationship to dismissals. In the case of separation from the service following the abolition of a position, provision is made for the employee so separated, and he is eligible under the Act for preferential consideration for re-appointment to the service in any position which he is qualified to fill. That is, of course, with the obvious intention of removing the extra expense of carrying a competent civil servant on pension, when a position is available for him.

This, gentlemen, is a general outline—a very brief one, and subject, I know, to many questions on your part—of the provisions of the Act and the way in which they operate. That the system of competitive examination has operated fairly well is shown, I think, by the fact that in 1937, out of eight thousand appointments made by the commission, dissatisfaction was registered in the case of less than one per cent of the appointments. There are, however, certain sources of irritation and certain difficulties in connection with the administration of the Act that I would like to present to you in the hope that I may be able to suggest some remedy which will alleviate them. I would ask you now, Mr. Chairman, whether it is the desire of the committee to proceed with questions on the general operation of the Act or whether you desire me to proceed with suggestions.

The ACTING CHAIRMAN: I think you had better do that.

[Mr. C. H. Bland.]

By Mr. Fournier:

Q. You explained the Act of 1919?—A. Yes.

Q. There have been other committees sitting on this question since 1919?—A. Yes.

Q. We would like to hear about those up to to-day?—A. Very well, I will give you those too. The amendments made by the committees of 1921, 1923, 1932 and 1934 did not vary the general conditions that I have given you. They made minor amendments which were designed to improve conditions; they were designed to do just what this committee is endeavouring to do, to improve the operation of the Act. The general principles were not materially changed.

Q. The dates were what—beginning with 1921?—A. 1921, 1923, 1929, 1932. The 1934 committee did not amend the Civil Service Act. It was appointed in connection with another matter, the Translation Act.

The 1921 amendment made a slight change in connection with the general provisions of the Act, providing for exemptions in special cases where the commission did not consider that the public interest was served by competitive examinations. It also made not a slight change but a considerable change in the returned soldier preference, particularly with reference to disabilities. If the committee is agreeable, I should simply like to refer at the moment to that change being made and come back at a later date to the question of disability preference.

The 1925 Act made provision whereby revenue post offices which were being made staff post offices might have their employees brought into the service at the same time. That was the main provision of that Act.

By Mr. Tomlinson:

Q. Was that on the recommendation of the Malcolm report?—A. Yes.

By Mr. McNiven:

Q. Were they brought under the Act at that time?—A. Yes, but, I do not want to give the impression that all the rural offices were brought under the Act. What I meant to say was that in cases where a rural office ceased to be a rural office and became what is known as a city or staff office—in other words, where it ceased to be an office where the postmaster is paid from revenue and pays his own staff out of that revenue but became an office where the postmaster is paid a designated range of compensation and the employees are paid by the department on civil service lines, then the Act made provision whereby those employees would be fairly treated. In other words, it gave an opportunity for long service employees in rural post offices to be brought under the permanent service on reasonable terms. Does that answer your question?

Q. But were they brought under the Act as a result?—A. Yes, sir. They are brought in periodically, from year to year. As an office increases its revenue, as it becomes more important, it is brought under the Act; and as it is brought under the Act these provisions are applied.

By Mr. Fournier:

Q. It is done in cities of 10,000, 15,000 or 25,000, which were rural post offices before that?—A. Yes.

Q. According to the revenues, they were classified as coming under the Act?—A. Yes.

By Mr. Deachman:

Q. Postmasters are not usually appointed by promotion, are they?—A. Postmasters in city offices are appointed by promotion, but not in rural offices.

That is another point I should like to raise with the committee later, because I think it is a source of difficulty at the present time.

Mr. DEACHMAN: So would I like to raise it.

Mr. GOLDING: You have had some experience.

WITNESS: May I proceed now, Mr. Chairman?

The CHAIRMAN: Yes.

WITNESS: 1927 was simply a consolidation.

By Mr. Deachman:

Q. What is the range of salary? When would one of those offices become a salaried office?—A. When would it be changed from a revenue office to a staff office?

Q. Yes.—A. I am afraid I cannot give you an answer to that question. I do not know just when the post office department does this; for it is by decision of the department when an office is changed from a revenue office to a staff office.

By Mr. Cleaver:

Q. I understand that while it is a decision of the department, in the main it is only done when the requirements of the office have reached a point where the salaries would be commensurate with civil service salaries and can be paid out of revenues. In my constituency last year, in the town of Oakville, they changed from a class B classification, as they call it, because the revenues of that office were then high enough that they could pay the existing clerks and the postmaster, and so on, the wages required by the civil service regulation.—A. I think that is generally true, Mr. Cleaver, though I am not certain that the basis of which you speak is always applied accurately. I think other considerations are sometimes taken into consideration.

By Hon. Mr. Stewart:

Q. Just to complete the subject with which you are now dealing, there is a range of post offices where the revenue is under \$3,000, is there not?—A. Yes, sir.

Q. They are not under the Civil Service Commission at all?—A. That is correct.

Mr. TOMLINSON: That was under a later amendment.

The WITNESS: Yes.

Mr. DEACHMAN: In those small post offices the postmaster may remain in his position just as long as he lives, or until he moves.

The ACTING CHAIRMAN: You may answer that if you like, Mr. Bland.

Mr. DEACHMAN: That is true. Therefore, you have postmasters who are without capacity or efficiency and they are doing nothing but collecting their salary.

By Mr. Tomlinson:

Q. In other words, there is no superannuation for those particular persons?—A. No.

Mr. DEACHMAN: It is unpleasant to fire them, or would be if you could do it.

By Hon. Mr. Stewart:

Q. But they are paying for the staff out of their revenue?—A. Yes sir.

By Mr. Golding:

Q. They pay for their own staff?—A. Yes, sir, that is true.

Mr. DEACHMAN: But they are drawing a salary for what they do not do.

[Mr. C. H. Bland.]

The WITNESS: I think I could say this: where offices have been transferred from the revenue basis to the regular staff basis it has been in the interests of the postal service and of the country at large.

Mr. DEACHMAN: But the point I am emphasizing is the fact that we are retaining men in the service who are not in a position to render service.

The WITNESS: That, of course, Mr. Deachman, is, I think, almost entirely in the part of the post office service that is outside the Act, not in the part that is under the Act.

1927 was a consolidation.

1929 made only one provision. It provided for the employment of private secretaries to ministers of the crown when the ministers of the crown left office.

1932 made a number of amendments. I do not think you will want me to deal with the ones that had no particular effect, just changes in the wording, and so on; but one important amendment in 1932 was the amendment dealing with the question of locality preference. That provided that preference in local appointments would be given to persons who had resided in the locality for at least one year—it specified the term of one year—immediately preceding the date for the receipt of applications.

The Act of 1932 also made a change in the rejection clause of which I spoke. It attempted to make more exact the reasons for rejection by a department of an appointment.

By Mr. Fournier:

Q. They needed the consent of the commission, and now they have to give reasons?—A. Adequate reasons, yes.

The same Act also provided that employees or candidates for employment in the public service must have resided in Canada for at least five years instead of three years as it was previously.

There were several small changes made in connection with leave, but no change in principle, simply small amendments. In addition, as one of the members of the committee has pointed out, this Act provided that rural postmasters under \$3,000 should not come under the provisions of the Civil Service Act.

Q. 1934 concerned the translations branch?—A. Yes, sir. The Act created a bureau for translations.

That brings us, I think, up to date as far as amendments of the law are concerned. Is it your desire that I should proceed with suggestions?

Some Hon. MEMBERS: Yes, continue.

The WITNESS: The first point I have to make is one with which you, Mr. Chairman, will be well acquainted. It refers to the question of so-called permanent-temporaries—long-term temporary employees—that you will remember was taken up in the committee of 1934. There are at the present time in the public service of Canada several hundred employees for whom provision has been made by the law for permanent status, but who are still temporary in status, despite the fact that they have served for over twenty years, and are occupying positions of a permanent nature, doing permanent work and giving satisfactory service. As a result of that, they do not participate in the benefits of superannuation; they are not allowed to compete for promotion and they do not get the other privileges which are attached to permanent employees.

An example of the class of employee of whom I am speaking is a caretaker of an armory under the Department of National Defence. Many caretakers of armories under the Department of National Defence have been serving twenty, thirty and thirty-five years, and they have not been able to contribute to superannuation because they have been temporary. Superannuation is a very pressing thing with them, and because they have not been able to contribute to superannuation, and despite the fact that they are getting on in years, the

department has not felt it was humane or fair to retire them without some allowance. Many are being carried in advanced years who would normally be retired under superannuation if they were permanent in status. The law of 1919 provided that employees of this kind should be made permanent. Orders-in-council were passed. A great many employees were made permanent, but a few unhappy ones, for one reason or another, never had their cases acted upon. As a result, while the number is diminishing, it is true, nevertheless, that several hundred temporary employees at the present time are not enjoying any of the privileges which are really pertinent to the positions they occupy, for whom legal provision was made, but who, nevertheless, are still temporary. I think that is a situation which though not large is important enough that it should be rectified.

By Mr. Fournier:

Q. What is your suggestion?—A. I think these cases should be considered and the Treasury Board should be requested, or the Treasury Board should request the commission, to deal with these cases under the provisions of the Act of 1919.

Q. Would that comprise the men employed in the public works department?—A. Yes, sir.

Q. About 150 or 125 of them?—A. Yes.

By Mr. MacNeil:

Q. How about the staff of the House of Commons?—A. Some of them.

By Mr. Tomlinson:

Q. And the Dominion Bureau of Statistics?—A. Yes, the Dominion Bureau of Statistics. They are scattered throughout all the departments.

I would like to refer to the finding of the committee of 1934 because there the situation is set out about as well as it can be. That committee made a recommendation along the lines I am now making.

The CHAIRMAN: Will you please read it?

The WITNESS: This is the first paragraph of the report of the select special committee of 1934:—

1. Representations have been made to your Committee urging that certain temporary employees who have for long periods been occupying positions of a permanent nature should now be accorded permanent status.

Your committee find that by orders in council, P.C. 2958, dated the 16th day of December, 1920, and P.C. 3895, dated October 22, 1921, passed pursuant to the Civil Service Amendment Act, October, 1919, 4,060 temporary employees who had been continuously employed in positions of a permanent character since November 10, 1919 (the date on which the Civil Service Act became law) were during the period 1920-27, given permanent status. In 1927, however, the enabling orders in council were rescinded. The representations which have been made to your committee urge that any other temporary employees (approximately 300 in number) who were eligible to benefit under this section of the Act and said orders in council but whose permanency was not at the time effected should now be granted permanent status, in order that they may enjoy the benefits attached thereto. These benefits include the right to contribute to the Civil Service Superannuation Act, the right to receive statutory increases when these are again allowed, the right to compete for promotion when promotions are again authorized, and the right to receive retiring leave on separation from the Service. A large number of the employees in question have already been permitted to contribute to the Civil Service Super-

[Mr. C. H. Bland.]

annuation Act, so that the additional burden on that fund will be small, and as all statutory increases and the great majority of promotions are at present prohibited, there will be little, if any, additional cost in this connection nor in connection with the question of compensation, as employees will continue to receive the salaries which they are now paid.

Your Committee believes that there is justification for the granting of permanent status to the employees in question, and recommends that the Civil Service Commission be instructed to prepare the necessary regulations for submission to the Governor in Council to give effect thereto.

By the Chairman:

Q. And no action was taken on that report?—A. No, sir.

By Mr. Fournier:

Q. What is the date of that?—A. That is the report of the committee of 1934—June 25, 1934.

Mr. GREEN: Would it be possible for us to get a copy of that report and also a copy of the 1929 report?

The WITNESS: Certainly, sir.

The CHAIRMAN: Mr. Bland, could you have those reports—I do not mean the evidence, but just the reports—sent to each member of the committee?

The WITNESS: Yes, sir.

The CHAIRMAN: And would you send both reports to each member of the committee?

The WITNESS: Yes.

By Mr. Cleaver:

Q. Would you now indicate what is necessary to be done, and by what governing body, to bring that recommendation into force?—A. An order-in-council would be necessary, Mr. Cleaver.

Mr. MACINNIS: Mr. Chairman, I was a member of that committee in 1934, and I have no doubt that the report of the committee was made after having a report on the long-term temporary body. I think this committee should have a report from the Civil Service Commission on the long-term temporaries, giving the number at the present time, the departments in which they are employed, and those who in their opinion should be made permanent employees, or any other such information as the commission might think would be of value to the committee in dealing with this matter.

By the Chairman:

Q. Can you do that?—A. If it is the desire of the committee, we would be glad to prepare that report.

The CHAIRMAN: Is it the desire of the committee to concur in Mr. MacInnis' suggestion.

Some Hon. MEMBERS: Yes.

By Mr. Fournier:

Q. You will get a report from each department concerning those employees?
A. Yes, sir.

Q. With all information concerning their appointments and their salaries?
—A. Yes, sir.

The CHAIRMAN: That is what you want, Mr. MacInnis?

Mr. MACINNIS: Yes.

Mr. McNIVEN: Are you getting a report of the committees from 1921, or just for 1934?

The CHAIRMAN: What was asked was the report of the committee of 1919 and the committee of 1934.

Mr. MACNEIL: 1929 and 1934.

The CHAIRMAN: Yes, 1929 and 1934.

Mr. McNIVEN: Could we have the reports from 1921 to 1934?

The CHAIRMAN: The Civil Service committee did not sit every year during recent years. There was a sitting of a committee in 1932 also.

Mr. McNIVEN: There was a committee in 1921, a committee similar to this; and also in 1923, 1927, 1929, 1932 and 1934.

The CHAIRMAN: Yes.

The WITNESS: If the committee desires it, I would be very glad to get them.

The CHAIRMAN: Would it take very long?

The WITNESS: No; we can have those reports stencilled.

Mr. TOMLINSON: The 1927 report was voluminous.

The CHAIRMAN: No, no; excluding the evidence.

Hon. Mr. STEWART: Could those reports not be found in the journals of the House?

Mr. TOMLINSON: Yes, you can obtain them anytime you wish. I have three of them up there now.

Hon. Mr. STEWART: I just meant that if any member wanted to consult them immediately, he could find them in the journals of the House.

The CHAIRMAN: Yes, Mr. Stewart, but, if the members desire to have these reports in the civil service file, and if Mr. Bland says he can furnish them, I do not see any objection in the way of him sending them here.

The WITNESS: We will be glad to do anything that will make it more convenient for the committee.

By the Chairman:

Q. Can you do that easily?—A. It involves a little copying, but we will be glad to do it, sir.

Q. Thank you. According to Mr. MacInnis' suggestion?—A. Yes, sir. It is understood, of course, Mr. Chairman, that what is desired is the report of the committee, not the evidence?

Q. The reports, not the evidence.—A. Yes.

Q. There are two things: the reports of the committees and the information asked for jointly by Mr. MacInnis and Mr. Fournier.—A. Yes, sir. The next point I wish to bring up, Mr. Chairman, is one about which I have a little diffidence in speaking at the moment, because I should like to have had possibly a little more discussion with some of the veteran organizations in connection with it. However, the matter has already been suggested, and I think I should mention it to the committee; it is in connection with the difficulties that arise in the administration of what is called the disability preference. As you know, there is a special preference in connection with all appointments in favour of returned soldiers who are in receipt of a pension, who are unable, on account of their disability, to resume their pre-war work, and who have not been able to re-establish themselves in some other avocation. That means that in competition a disabled veteran who complies with these regulations and who secures a pass mark, even though it be a pass mark and no more, is given the preference over other veterans not disabled or not entitled to that preference who may have obtained a much higher mark. There is no doubt about it that in certain

[Mr. C. H. Bland.]

classes of positions there is dissatisfaction and difficulty in connection with the application of this disability preference.

The CHAIRMAN: Before you go further, I should like to make this suggestion: When you send the reports to the members, will you please note in the margin the recommendations that have been agreed to by the House and put into force?

The WITNESS: Yes, sir.

The CHAIRMAN: Also mention those which have not been agreed to by the House and that have not been put into force.

The WITNESS: Yes, sir.

The CHAIRMAN: I will ask the clerk to kindly get in touch with the printing bureau in order that we may receive the next report as soon as possible. I would like every member to read what he thinks he should read before the sitting of the next committee. No one can remember all that has been said to-day, although it has been most interesting.

By Mr. Fournier:

Q. Does this preference apply to veterans who joined allied armies or only those who were members of the imperial forces or the Canadian army?—

A. The law at present applies to veterans in the forces of His Majesty and the allies of His Majesty.

By the Chairman:

Q. According to your own knowledge, is there any other country in the world which gives a preference to the returned men of allied countries?—A. You asked me that once before, Mr. Chairman, and I had to tell you I did not know of any.

The CHAIRMAN: That shows that those who drafted that preference were foolish. There should be a certain amount of reciprocity. I do not see why we should receive Americans and give them preference over good, red-blooded Canadians when red-blooded Canadians have not such a preference in the United States service, and so on with France and England and any other part of the world where there are allies of His Majesty.

Mr. MACINNIS: Mr. Chairman, I think the suggestion made by Mr. Bland earlier in the day should be followed; that we should give him the opportunity of elaborating on his statement and then ask questions later. I do not think he can do justice to the points he is bringing up if we are going to stop him every few minutes.

By Mr. Green:

Q. How many veterans of the allied armies have taken advantage of this preference?—A. Very few.

Q. About how many?—A. In the 19 years in which that law has been in operation, it is pretty hard to say how many veterans of allied armies have been appointed as a result of that preference. I would not think it would exceed possibly fifty to one hundred. There might have been that many appointed in the nineteen years.

By Mr. Boulanger:

Q. Could you get the figures?—A. It would mean going over all the veterans who have been appointed in the last nineteen years. The number is not large, but, nevertheless, there are some.

The CHAIRMAN: I feel that one would be one too many.

By Mr. Green:

Q. You think that there have been about fifty all told?—A. I would say between fifty and one hundred. I do not think there are any more than that.

There are three principles, it seems to me, in connection with the disability preference that have to be considered. The first is the principle that actuated the amendment to the Act itself, creating a disability preference. There is a principle there, the principle of the re-establishment of disabled veterans who cannot go back to their former work. I think you will all agree there is a principle involved there. Then there is the principle involved in the preference given to all returned soldiers, whether disabled or not. And thirdly there is the principle of the efficiency of the public service. Now it seems to me that all three principles must be considered in the matter of appointments, and that as far as possible the three principles should be working in harmony rather than one working against the other. There are one or two ways in which this matter might be eased. I suggest them, only as suggestions, subject to your opinions, because the commission needs your help in this. One suggestion—it has been made by certain veterans' bodies themselves—is that certain types of positions should be specially ear-marked for disabled veterans; another suggestion is that there should be more discretion given to the commission in the administration of the disability preference. As it is at present, if a man is entitled to that preference under the terms of the law, he must, under the law, get the position. It is a mandatory provision. There might be cases where it would be desirable to consider the disabled man's case and the returned soldier's case and also the needs of the service. These are the only two suggestions I have to offer and I hope that by discussion in the committee we may be able to remove some of the causes of dissatisfaction that do exist now, and perhaps bring about an administrative procedure that will be in the interests of the disabled man, the veteran and the service itself.

By Mr. Cleaver:

Q. Do I take it your recommendation is this disability preference be changed from a mandatory one to a discretionary one?—A. Well, I hesitate to say that I make a definite recommendation until I hear from the committee, Mr. Cleaver. I make two suggestions for the committee's consideration, that certain types of positions might well be ear-marked for the disabled veterans as being best fitted for his re-establishment, or that more flexibility should be given in preference to this mandatory provision.

By Mr. Green:

Q. What numbers are getting in under this special preference?—A. Quite a number, Mr. Green.

Mr. GOLDING: I believe that it would be a good idea to have Mr. Bland give his suggestions, and then we can study them.

The CHAIRMAN: Yes, sir; but if these suggestions are all put one after the other, the members will have the opportunity to give thought to them. Do I understand that what Mr. Bland is saying now is that in the veterans preference there is another preference, a preference in the preference to those who suffer disability?

Mr. GOLDING: Yes.

The CHAIRMAN: I am told by reliable sources that the veterans organizations are not in favour of that any more, and of course, we will take that up in due course.

Mr. GOLDING: I do not mean that we should not ask questions. The thought that I had in mind was that we should not make any decision at the moment.

[Mr. C. H. Bland.]

The CHAIRMAN: No. You see, Mr. Golding, we will take that up in due course and in order.

By Hon. Mr. Stewart:

Q. May I ask Mr. Bland a question? Assuming that a disabled veteran has this preference and that he is in receipt of a very substantial pension, he is also entitled to be appointed with the salary that goes with the position and the pension?—A. That is true, Mr. Stewart.

Q. Over his fellow veterans?—A. That is true.

Q. Who have not a pension?—A. Yes.

By the Chairman:

Q. And no job?—A. Of course, Mr. Chairman, I must say in fairness here that the veterans organizations themselves have very strong contentions to make as to the meaning and the rights of the word "pension." I think Mr. MacNeill expressed views in that regard, and the question has been raised on numerous occasions at meetings of the Canadian Legion and other veterans organizations. The facts, however, as you state them, are correct.

Mr. GREEN: We are on dangerous ground when we deal with this question, because a man gets a pension for disability that he should not be allowed to earn a living. That is a very serious contention.

Mr. CLEAVER: He should not have the preference over other veterans.

Mr. GREEN: It is not as clear as Mr. Stewart puts it. I think this would be a very poor place to get into this argument, because it would be a real one.

By Mr. Fournier:

Q. Can you give us one instance where a man is fifty per cent disabled and receives the pension according to his rank in the army—A. May I first, Mr. Chairman, answer Mr. Green's question as to the number of disability cases who have secured appointment?

The CHAIRMAN: Before you do that I should like to answer Mr. Green. I understand the question that you are going to discuss is a contentious one in a certain way; but we must not be afraid of that. This is a free discussion, and it is through discussion that light comes. It is true that at times members will not agree on certain matters, but they are absolutely free to express their views, and I want to make that clear. If one member of the committee disagrees with another he does not like that; he prefers an agreement with his views; that is only natural. But on the other hand we must not be afraid to take up everything that comes before us in due course. I admit that this is a most contentious matter; but the veterans organizations themselves think mostly that the preference in the preference should be dropped. I submit that for the time being, subject to discussion, it is a fact on which everybody is allowed to express his views.

Mr. GREEN: I think when it comes down to that we should hear the representatives of the veterans organizations.

The CHAIRMAN: Yes, in turn, after Mr. Bland is through.

Mr. GLEN: Mr. Bland was asked two questions, first as to the number of disabled men in the service and second Mr. Fournier's question as to illustrations.

The WITNESS: In answer to Mr. Green's question as to the approximate number of disabled veterans, I should like to say that in the first place this amendment came into force in 1921. Up to the end of 1937 approximately 4,500 disabled veterans were appointed by virtue of the preference.

By Mr. MacNeil:

Q. Super-preference?—A. Super-preference.

Mr. GREEN: Is the number mentioned each year?

By Mr. Cleaver:

Q. Preference within the preference?—A. It is smaller now than it was; that is true.

By Mr. Green:

Q. How many came in last year?—A. In 1936 there were ninety. The figures for 1937 are not quite complete; I do not think it would be any larger. In 1922, 1923, 1924 and 1925, when this preference was first instituted, I think it had a very good effect. At that time they were running 250, 200 and 175. That was because of the fact that at that time the really disabled veteran who was unable to do other work was being re-established in types of positions such as elevator operators, switchboard operators, and so on, that suited his disability, and a good many of the worst disabilities were absorbed in those years.

Q. The problem is really dying out each year?—A. Well, it is dying out in one sense, sir, and in another sense becoming more difficult inasmuch as now you are getting applications from disabled men with small disabilities who have not been settled elsewhere, and they are really the cause of the difficulty. It is not the seriously disabled man. They have to pass an examination. They do pass it, but if they barely pass it the law as it is at present gives them first place over another veteran who might be better qualified.

Q. Only ninety across Canada?—A. Yes.

By Mr. MacNeil:

Q. If they are competent where is the dissatisfaction?—A. The dissatisfaction frequently comes from the other veterans themselves.

By Mr. Tomlinson:

Q. Who claim they are not receiving any pension and have not got the opportunity of obtaining that position?

Mr. MACNEIL: In view of the discussion I think it should be noted here for certain distinct reasons there is incorporated in the Pension Act the fact that the principle of disability is effected without reference to earning capacity. It is a very large question.

The CHAIRMAN: Yes, it is a large question. I admit that. Your remark is timely and it will be on the record.

The WITNESS: That was the reason I made this as a suggestion and not as a recommendation. I thought that the situation with reference to the service as it is affected by disabled veterans might receive your consideration and also this particular problem. Mr. MacNeil's statement is the one I had in mind as to pensions. I am not suggesting at all that this preference be wiped out. I am suggesting it would be wise to give constructive consideration to the difficulties in connection with it.

By Mr. Green:

Q. Have you read the recommendations of the veterans' commission?—A. Yes, I have. That was one of the things I mentioned.

By the Chairman:

Q. I have one question to ask you. Is the returned man's preference twenty points?—A. The preference to all returned men?

[Mr. C. H. Bland.]

Q. Yes?—A. It is an absolute preference, Mr. Chairman. Any returned man who passes the examination obtains a preference over any civilian.

Q. Yes. But I should like to know how it is worked. Tell us if it is expressed by points in a competition and if there are more points for the super-preference than for the preference?—A. No, no points in the examination are given either to veterans or for disability preference. All candidates stand on their own feet.

Q. Now, I do not want to interrupt Mr. Bland, gentlemen, but I should like to know if it is your desire to be informed now as to how the civil service applies, first as to preference and secondly as to super-preference.

Mr. BETTS: Certainly.

The WITNESS: Might it help if I were to submit to the committee two or three typical cases, showing the application of both veterans preference and the disabled preference?

Mr. GLEN: Quite. I suggest Mr. Bland do that.

By the Chairman:

Q. Can you give us one illustration of the veterans preference and one illustration of the super-preference?

Mr. BOULANGER: In order to make it clear might I ask Mr. Bland a question?

The CHAIRMAN: Surely, go on.

By Mr. Boulanger:

Q. Mr. Bland said a moment ago that the disabled veterans got a handicap over other applicants, including non-veterans?—A. I did not wish to put it that way. Perhaps I was not clear in my language. A disabled veteran who passes an examination has first choice over the veteran who passes the examination, and again over the civilian.

Q. He has a preference over the man who gets a higher mark?—A. Yes.

Q. Therefore he gets a handicap, which is a handicap in his favour?—A. The other man is handicapped.

Q. The moment a veteran qualifies he is entitled to preference; is that right?—A. Perhaps I can more clearly explain it in this way: a list of the persons who have passed examinations is made up in three parts; first, the disabled veterans who have passed, in the order of marks they have secured; second, the veterans who have passed in the order of marks they have secured; and third, the civilians who have passed, in the order of marks they have secured.

By the Chairman:

Q. Yes. In horse language he wins the handicap.

By Mr. Boulanger:

Q. Has the ordinary non-disabled veteran got the same handicap as the disabled veteran over the civilian applicants?—A. They both have a handicap, if that is the word, over the civilian applicants. The disabled veteran has a double handicap.

By Mr. Hartigan:

Q. In the case of two disabled veterans, does the pension received by one apply in part, in the case of the higher pensioner, as compared with the lower?—A. No, sir, not in the law.

Q. No?—A. No.

By Mr. Boulanger:

Q. Are there handicap figures set up by the commission?—A. No, sir.

By Mr. MacInnis:

Q. Mr. Chairman, possibly we can get a picture of it in this way: if the total number of marks that could be obtained for a certain position were 100, and the pass marks were 80.—A. Make it 70, it is 70.

Q. Seventy, and the non-veteran might receive a hundred?—A. Yes.

Q. The ordinary veteran might receive 90?—A. Yes.

Q. And the disabled veteran might receive 70?—A. That is a possibility.

Q. The disabled veteran would get the position?—A. Yes.

By the Chairman:

Q. What would Griffenhagen say about that?—A. You will have to call him, Mr. Chairman.

By Mr. Boulanger:

Q. If we take Mr. MacInnis' example, suppose there is a disabled veteran with 70, an ordinary veteran with 90 and a civilian with 100?—A. Yes, sir.

Q. And there were three jobs to be filled. Take the first man with 70, would the man with 70 get the first job?—A. Yes.

Q. And then the second job would go to the man who has 90, and if there is a third job it would go to the civilian.

Mr. FOURNIER: If there were only three candidates.

The WITNESS: That is right.

By Mr. Fournier:

Q. If there were three candidates who were disabled veterans, they would get the three jobs?—A. That is right.

By the Chairman:

Q. Now, will you please give us these true illustrations that you mentioned a moment ago?—A. I was going to suggest, if it would meet with your approval, it might be better if I attempted to set down in black and white these illustrations and submit them to the committee.

Q. Exaely. Make it clear; we want to understand it?—A. I shall try to do that.

By Mr. Deachman:

Q. Is there any objection on the part of the returned soldier to the existence of the preference at all?—A. To the disability?

Q. No, to the returned soldier preference, because I have heard men say—these were returned men—where there is a preference it is all right. These were returned men who do not want civil service positions themselves; perhaps they were in business. They have said "this preference is all right but it means my children are barred from civil service appointments."—A. That has been the difficulty, Mr. Deachman, and the way we have tried to work it out in the interest of the service is this. That has been, I think noticed more particularly in connection with the clerical entrance examinations or the junior examinations, so to speak, because they are the ones that the average young man and young woman is taking, than in others. In these cases the percentage of disabled veterans or veterans who are applying is decreasing, and there is not the same competition for the clerical or stenographic positions between veterans and young applicants as there is in the other cases.

By the Chairman:

Q. According to your personal knowledge and roughly speaking, are there any veterans who receive pensions as being totally disabled and who have a job

[Mr. C. H. Bland.]

in the service as well?—A. There are very, very few. I think there may be one or two, sir.

Q. Only that?—A. Yes.

By Mr. Tomlinson:

Q. I know one myself.—A. There have been cases of men who were totally disabled and jobs have been found for them, in which the disabled men could carry on, and they have been placed in those positions, but they are very, very few in number.

The CHAIRMAN: Now, gentlemen, if it is your desire Mr. Bland will proceed to explain the two points.

By Mr. Fournier:

Q. You wanted to prepare illustrations of cases where difficulties have arisen. That will help us.—A. I think it would be more helpful to the committee if I attempted to do that with concrete cases rather than talking about general principle.

By Mr. Boulanger:

Q. You might show us how that preference and super-preference worked against civilians?—A. All right, sir, I will do that.

The CHAIRMAN: You may go on now, Mr. Bland.

The WITNESS: The next point I wanted to take up was—

By Mr. MacNeil:

Q. There is no evidence that that preference operated to the impairment of efficiency in the service, is there?—A. No sir; I would not say that; because we do not pass or appoint a returned man simply because he is a returned man; he must be capable of performing the work.

Q. The dissatisfaction about which you have been speaking is, I take it, largely due to lack of understanding of the situation?—A. I do not think it is due to any question of inefficiency or inability to perform duties; it is due to the dissatisfaction caused in many cases because a disabled returned man got a job and other returned men think they should have had it, or should have had one, too.

By the Chairman:

Q. Another question, Mr. Bland: Does the fact that a returned man received lower points in a competition than a civilian received mean that he is less efficient, not so well qualified for the work?—A. I should think so.

Q. And therefore, the number of points in a competition do not mean always the real degree of proficiency on the part of the candidate?—A. The relative place of the candidate does not always mean relative efficiency; but the examination marks themselves are as far as it is humanly possible to do so based on a comparison of apparent efficiency.

Q. Yes. And I have just one question to ask you at this point: would you say according to your experience that written examinations are always the best way of determining the efficiency of applicants?—A. There are cases in which they are not perhaps the most efficient method to determine suitability.

Mr. TOMLINSON: And that is the reason why you have oral as well as written examinations.

By Mr. Deachman:

Q. Is it not a fact that in most cases the candidate receiving the highest marks is the better man than the one who got a bare minimum?—A. That is the object and the intention of the Act, and generally speaking it so works out.

The CHAIRMAN: Would you be able to finish in ten minutes, Mr. Bland? I have a motion to submit to the committee, relating to the printing of bill No. 3, Mr. Lacroix's bill; and if we do that now we can go on until one o'clock with Mr. Bland.

Hon. Mr. STEWART: I am sorry I was not in earlier to-day, at the opening of this meeting, to hear the discussion on this bill and the amendment to it, the one that it is proposed to substitute. I do not want to labour the fact or to take up time unduly. I believe the object that Mr. Lacroix had in mind is a very desirable one. It is a difficult one to accomplish, that is shown by a fact I have in mind, that he took great pains in drafting his bill in the first instance. As he drafted it he provided that an appointee to a local position should be able to speak the language of the province, of the majority of the people of a province. That was found to be unworkable by illustration. Then, another change was proposed, and on consideration that was found also to be beset with difficulty in its operations. I do believe, Mr. Chairman, just as I have stated, that the desired result can best be accomplished by administrative regulation rather than by a rigid bill. I have no doubt but that there are local positions in every province to which men may be appointed which do not bring them in contact with the general public, positions in which it makes little difference what language he speaks, as long as he is efficient. I haven't any doubt there are certain positions in the province of Ontario in which a gentleman coming from the province of Quebec but not speaking the English language fluently could discharge the duties of that position, and vice versa. So, to bring the matter to a conclusion, I am going to propose this resolution: "While approving the general purpose of this bill this committee believes that this objective can be accomplished more effectively by administrative regulation rather than by statutory enactment." Now, as I said before, I sympathize with the bill.

The CHAIRMAN: Mr. Stewart, the matter was studied by the sub-committee and this amendment was accepted unanimously, agreed to unanimously by the sub-committee, and this morning the report of the sub-committee has been adopted unanimously by this committee. That was the first business that came before the committee this morning.

Mr. GLEN: I understand that Mr. Stewart has not seen the amendment that has already been made. After reading it he might possibly consider withdrawing his resolution.

Hon Mr. STEWART: I am familiar in a general way with the amendment.

The CHAIRMAN: Gentlemen, I will be short in giving my ruling. First of all, the principle of the bill was studied in the whole committee and afterwards studied carefully and re-drafted by a sub-committee. This morning the report of the sub-committee was unanimously approved by this committee. That means that I will have to report to the House that the bill was approved by the committee. It is a matter that has been decided, and we cannot revert to that matter, which is the principal matter, without the assent of the committee to go back to the previous order and re-open the question. Therefore, we must make a distinction between the approval of the principle of the bill and the printing of the bill, which is only of secondary importance. I can report the bill to the House, but any recommendation for the printing, and Mr. Stewart's amendment on the subordinate motion, is against the principle of the bill. Therefore, I have only one thing to do, to declare it out of order, although I regret having to do so.

I will ask you gentlemen to decide whether Mr. Boulanger's motion to have the bill re-printed is carried or not.

Hon. Mr. STEWART: Mr. Chairman, I know you do not desire to misstate my position. I have on every occasion when I have spoken here stated that I
[Mr. C. H. Bland.]

am in favour of the principle, the purport and the object to be accomplished by that bill. Therefore, Mr. Chairman, to state that I am opposed to the principle of the bill is inaccurate.

The CHAIRMAN: Mr. Stewart, I do not wish to say anything offensive to you.

Hon. Mr. STEWART: It is not offensive.

The CHAIRMAN: And you know that. That is my understanding of your motion, because, if it is accepted, the bill will be killed, that is all. I do not wish there to be any unfriendly feeling between any member of the committee and myself. I wish to make that clear. When I say that, I do not wish to cast any reflections upon anyone.

Now, gentlemen, having declared that amendment out of order, I ask you if Mr. Boulanger's motion is carried.

(Motion carried.)

The Committee adjourned at 1.05 p.m. until Tuesday, March 22, 1938.

CA1 XC2
-38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

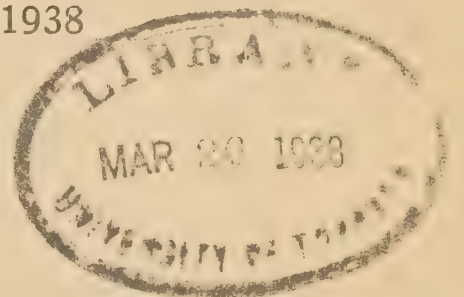
ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 4.

TUESDAY, MARCH 22, 1938



WITNESS:

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

TUESDAY March 22, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present: Messrs. Boulanger, Cleaver, Deachman, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, MacInnis, MacNeil, Mulock, O'Neill, Pouliot, Stewart, Tomlinson.—17.

In attendance: Mr. Foran, Secretary, Civil Service Commission.

Copies of a chart showing the establishment and organization of the Civil Service Commission were distributed to the members of the Committee.

On motion of Mr. Glen,—

Resolved,—That no corrections in evidence shall be made prior to printing of same. Requests for corrections may be made in writing, or orally before the Committee.

Mr. Bland, Chairman, Civil Service Commission, was recalled and further examined.

Mr. Bland submitted a register of candidates at an examination arranged in order of marks made. He was asked to produce,—

- (a) a statement showing the number of civil servants appointed by the Commission, and appointed otherwise;
- (b) a list of appointments and salaries of the staff of the Civil Service Commission shown on the chart already submitted;
- (c) a list of caretakers, lighthouse keepers, etc., showing the number of returned soldiers appointed.

Mr. Bland suggested that certain positions be reserved for returned soldiers, that methods be considered to re-establish unemployed soldiers in the civil service, and that some discretion should be allowed regarding preference.

On motion of Mr. Jean,—

Resolved,—That the above suggestions of Mr. Bland be referred to the sub-committee for consideration, and that officials of the Civil Service Commission be consulted in connection therewith.

Mr. Bland was requested to provide the members of the Committee with the standard forms used by the Civil Service Commission.

The Committee adjourned until Thursday, March 24, at 11.00 o'clock a.m.

J. P. DOYLE,

Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 278, March 22, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Good morning, gentlemen.

Gentlemen, this morning I have no secrets to tell you, but I have just a little information. First of all, with regard to the correction of evidence: As it is given under oath it seems only fair to all that there should be no corrections before the printing; therefore, the evidence shall be taken in shorthand by the reporter and then handed by the reporter to the clerk and then forwarded by the clerk to the printing bureau and afterwards if one has any correction to make it can be made by writing to the clerk or orally to this committee.

Are you agreed with that, gentlemen?

Some Hon. MEMBERS: Agreed.

The CHAIRMAN: Therefore, I will ask you, gentlemen, if one of you will be kind enough to propose a motion to that effect.

Mr. FOURNIER: Before moving that I would like to call attention to the fact that in the report of our last proceedings in the last part of the discussion a good deal of material was deleted.

The CHAIRMAN: Yes; and I asked Mr. Doyle about it and he told me that it is an established custom in committees to strike out discussions in the committees. I leave it to you, gentlemen; if you insist upon printing everything I will get in touch with the government in regard to that. As for myself, I had nothing whatever to do with that curtailment, and the clerk of the committee had nothing to do with it. I understand it was done by the reporters according to establish tradition in reporting procedure.

Mr. FOURNIER: It seems to me, gentlemen, we do not get a clear picture of what was said. If you will turn to page 24 you will see that Mr. Stewart said something when moving his resolution, then you will see what the Chairman said, and then Mr. Glen has a few lines; but my recollection is that much more was said about that resolution.

The CHAIRMAN: I remember it distinctly, perfectly well.

Mr. FOURNIER: The remainder of the discussion on that resolution was deleted from the report.

The CHAIRMAN: I remember it distinctly, very well indeed, that there was a discussion which lasted from fifteen to twenty minutes, and what is printed there in the reports amounts to a discussion of only about five minutes.

Mr. O'NEILL: What is the proceeding in the other committees?

The CHAIRMAN: I tell you I do not know what it is, because I have never attended any sittings of any other committees aside from this one; and I was surprised myself when I saw the shortening of the report and I spoke to Mr. Doyle about it. I asked for information about it and he told me that it was the rule, or the practice at any rate, to strike out discussion; and in fact there is something about it.

Mr. GLEN: I suggest, we will be having these discussions every morning, and I suggest that you should see the Minister of Finance again and state that the committee want to have a full report of everything that happens in the committee, then there will be no further discussion about it.

The CHAIRMAN: I agree with you entirely, Mr. Glen, about that. That is the stand I took in the house when the matter was discussed, and I repeated it twice.

Mr. GLEN: I think we are going to be at this thing every morning—

The CHAIRMAN: Therefore, I will make a note of it and I will see Mr Dunning about it and I shall tell him what is the wish of the committee in that respect.

Mr. TOMLINSON: I might say, Mr. Chairman, that I also object; because, here is Mr. Stewart's whole paragraph of discussion on his resolution, and then no discussion as to why that resolution did not go through, and so forth. It positively leaves a wrong impression on the public.

The CHAIRMAN: Yes, and I told the clerk that I was very much surprised that Mr. Boulanger's motion had not been printed in the report, but he answered me that it was in the minutes. Very few people read the minutes, they mostly read the report, and I think they are entitled to have an accurate picture of what is going on here.

Mr. GLEN: I will make a motion, Mr. Chairman, and would ask that you call the attention of the Minister of Finance to it.

The CHAIRMAN: And if I should have any trouble I will rely on your support gentlemen.

Before we proceed with Mr. Glen's motion, I think Mr. MacNeil has something to say.

Mr. MACNEIL: It has been our established custom that any person giving evidence under the supervision of the clerk is to have an opportunity of correcting that evidence before it goes to the printer. I do not think it should be set aside. It is a very well established rule—provided, however, that the obvious sense of the evidence shall not be changed.

The CHAIRMAN: Yes.

Mr. MACNEIL: May I say that I am altogether opposed to any motion to change that custom, and I think we should leave it to the good judgment of the clerk of the committee.

The CHAIRMAN: Yes; but I will tell you this, Mr. MacNeil; as a rule witnesses are not sworn when they appear before committees and it makes a great deal of difference. When a man is sworn he must think about the answer that he is going to give before he gives it—if you will permit me, I would like to show you something privately, Mr. MacNeil.

Mr. MACNEIL: Oh, never mind.

The CHAIRMAN: Oh, no no; let me show you this.

(The Chairman confers with Mr. MacNeil.)

Are you satisfied?

Mr. MACNEIL: That clearly comes under the heading of changing the evidence, the sense of a statement.

The CHAIRMAN: Yes, and it is an outstanding instance. That is an instance where the man has made a wrong answer and then later seeing it he is inclined to change it, and if he were allowed to change it it would make a lot of difference. There is only one letter less in the word "no" than there is in the word "yes", but there is a world of difference in the meaning of the two little words. I have just been informed that it is Mr. Speaker's instructions that only the evidence is printed in reports of proceedings of committees; therefore, we will have to talk to both Mr. Speaker and the Minister of Finance. Well, gentlemen, I will stand by you to the limit but I want your help, and I want you to understand that I am not arguing anything, I am ready to do anything for you. Now, another thing, gentlemen; will you please take the motion of Mr. Glen first so that we can dispose of that and determine our practice.

Mr. GLEN: Will you have the clerk read the motion to the committee please?

The CLERK: Mr. Glen moved that the Chairman see Mr. Dunning with a view to having everything printed as evidence.

The CHAIRMAN: No, it is not that. I understand that Mr. Glen's first motion was with regard to the evidence, that there should be no correction to the evidence before it is printed, and that everybody would have an opportunity to make corrections either by writing or orally before the committee.

Mr. MACNEIL: This then excludes the opportunity entirely of consulting with the reporters for the purpose of making grammatical corrections in statements?

The CHAIRMAN: No, no. Everybody will have an opportunity to have the evidence read to him, but no change will be made until after the evidence is printed.

Mr. GLEN: If a person makes an answer which afterwards he wishes to clarify, the clarification may be subjected to cross-examination in committee. It is in order to give an opportunity for cross-examination being made that there should be no corrections in the evidence before it is printed.

Mr. MACNEIL: You would still be free to make corrections in, say obvious grammatical errors?

Mr. GLEN: Absolutely. There is no objection that I can see to the correction of obvious grammatical errors, so long as there is no change in the sense of the evidence.

The CHAIRMAN: That indicates an exception.

Mr. GLEN: I think it will be all right.

The CHAIRMAN: If you give one inch you will have a great many taking advantage of it.

Mr. GLEN: Mr. MacNeil only speaks of obvious grammatical errors.

The CHAIRMAN: The reporters can do that themselves.

Mr. JEAN: There is a great deal of difference between changing evidence and correcting the language used. The motion is that nobody can change the evidence unless he do so by writing or orally in an appearance before this committee. That deals with changing the evidence.

The CHAIRMAN: Yes.

Mr. JEAN: That is not correcting grammatical errors or making a better sentence, or something like that.

The CHAIRMAN: Yes; but suppose there is a witness; you ask a question; you ask a series of questions and he answers you, and then he changes part of his answer—it makes all the difference in the world. That is the first point; the second point is it would be unfair for the members of the committee who do not give evidence under oath to make the slightest correction of their questions. It would not be fair to the witness because the witness's answer might be made to appear not to pertain to the same question. I want fairness to be the prevailing rule in this committee.

Some Hon. MEMBERS: Hear, hear.

Mr. MACINNIS: May I ask a question? When are these corrections made—after the typewritten copy has gone to the clerk?

The CLERK: Yes.

Mr. MACINNIS: That being the case I do not see why we should have so much trouble over these complaints in this committee. Let us follow the procedure that applies in all the other committees and leave it with the clerk to see that the evidence is not changed. When anyone goes to the office of the clerk to look at the transcript and suggests a change then the clerk should decide as to whether that change is a modification of the evidence, or changing

the evidence, or changing the question; and if he agrees that it is just merely a change in grammatical construction he would allow it to go, but if there is any change in the evidence then the clerk should not allow it to go. I do not see why we should have all these motions and all these instructions in this committee. I never heard it in any committee I was on before, and I think we should leave it to the discretion of the officials who are doing this work to see that the work of this committee is carried out in the same way as the work of all the other committees.

The CHAIRMAN: Have you sat on committees where witnesses were under oath?

Mr. MACINNIS: I sat on this committee in 1932. I sat on this committee in 1934; and I think all the witnesses were sworn on that occasion. Never before have I heard even the suggestion that everything was not right. And I have not heard it in any other committee.

The CHAIRMAN: I sat for a time on the Civil Service committee of 1934 and to the best of my recollection the only witness before the committee during the time I was there was not sworn—there may have been one exception. If we do what Mr. MacInnis suggests we will be putting a heavy load on the shoulders of the clerk.

Mr. MULOCK: He should be the one to say as to what should be changed and what should not be changed.

Mr. TOMLINSON: I do not think the evidence should be altered.

The CHAIRMAN: We will settle that by taking Mr. Glen's motion. Will those who are in favour please indicate their approval.

Mr. MACINNIS: Will you read the motion?

The CLERK: Mr. Glen moved that there should be no correction of evidence before printing, corrections should be made in writing or orally before the committee.

Those in favour of the motion please lift their hands. Those opposed.

(Motion carried—11 for; 1 against.)

The CHAIRMAN: Another thing, gentlemen, is that one of the commissioners called Mr. Potvin was brought here by Mr. Bland and Mr. Foran to give some explanation with regard to Mr. Lacroix' bill and he was not heard. That bill was disposed of at the last sitting of the committee, so I asked the clerk to tell Mr. Potvin that we did not want to disturb him any further and that until we called for him he could continue at his work in his office.

There is just one thing further: I have here a return about the number of doctors in the Department of National Health, which shows that there are 275 doctors in that department; and that of this number there are 264 medical doctors and the others are doctors of science, doctors of philosophy, and doctors of this and that. If we happen to have to call for some of these doctors who are doctors honoris causa, or doctors in science, doctors of law, doctors of arts or any other class, I would like them to wear their full regalia, and come here with their ermine robes and mortarboards.

Mr. MACINNIS: Mr. Chairman, I rise to a point of order: There is no one here who objects to considering anything that has to do with this Act. If there is anything here in respect to this Act, let us bring it out at the proper time and deal with it then. What we are dealing with now is not a matter of business before this committee.

The CHAIRMAN: Mr. MacInnis, you will never understand how good it is for a man to laugh at times. It brings relief, and naturally that is a good thing at times.

Mr. MACINNIS: I can tell the chairman I would laugh if it were not so tragic.

The CHAIRMAN: Now, gentlemen, there is another little matter; it is that the whip asked me if we could give a chance to the superannuation committee to sit here to-morrow morning, and I told him, no, because I did not know what was your pleasure; whether you intended to sit here to-morrow or not. You will decide after the meeting whether or not we will sit to-morrow. On the other hand I could not tell him that as I am not a dictator and I did not tell him that we were to sit here to-morrow. It is up to you to decide that. And one other thing, I want to tell you—it will be a little different question—

We will now proceed with the order of the day. Gentlemen, I will ask you one thing—if you are interested in having some information about an examiner who was appointed when he was 23 years of age to the Civil Service Commission. I haven't his name here—Joseph—his file does not seem to be complete. I had his file sent for and I will have two or three questions to ask Mr. Foran in this regard. If it is your pleasure, gentlemen, I will ask these questions; and if not, we will proceed with Mr. Bland's evidence.

Mr. GLEN: I think we better proceed with Mr. Bland's evidence, because he is in the midst of his presentation.

The CHAIRMAN: Right.

C. H. BLAND, Chairman of the Civil Service Commission, Ottawa, recalled.

The CHAIRMAN: I understand you have just returned from the mining country, Mr. Bland.

The WITNESS: What is that, Mr. Chairman?

The CHAIRMAN: I understand that you spent a week-end in the mining country? Did you enjoy it?

The WITNESS: Yes; I thank you very much for the opportunity.

The CHAIRMAN: I am sure that you came back a mine of information.

By the Chairman:

Q. You were going to tell us about the preference and the super-preference of returned men when Mr. Stewart rose to move an amendment at our last meeting. Will you please give us your observations on that now?—A. Yes, Mr. Chairman; at the conclusion of the last meeting Mr. Boulanger and Mr. Fournier were good enough to allow me to defer dealing with this question until this meeting. In the meantime I have prepared some forms which I think might be helpful to the Chairman and to the committee by way of illustration. I think if a copy is made available to each member of the committee it might be helpful.

Q. And while the members are looking at these papers possibly you might start to explain it, Mr. Bland. Will you please tell us what the tabulation that we have before us this morning is?—A. What is it, I haven't seen it?

Q. Here is a copy?—A. This statement shows:

Register of candidates at an examination, arranged in order of the marks secured. The minimum mark necessary for passing the examination is 70 per cent.

Candidate	Examination Marks
A.	90
B.	85
C.	80
D.	75
E.	70
<hr/>	
F.	65
G.	60
H.	55
I.	50

The WITNESS: And then, sir, there is a chart showing the staff of the Civil Service Commission, that came to you in connection with the Civil Service Act.

The CHAIRMAN: Thank you. Can you supply us with additional copies?

The WITNESS: Certainly sir.

The CHAIRMAN: I think the press would like to have copies.

The WITNESS: Certainly, sir.

(Chart showing establishment of Civil Service Commission of Canada filed.)

By Mr. Chairman:

Q. What are the numbers which appear opposite the names of this establishment?—A. They simply indicate the numbers of the positions that are occupied in the establishment, just as a matter of check, Mr. Chairman.

Q. For instance, Miss M. Jowett, No. 3047; what does that indicate?—A. That is the official number.

By Mr. Mulock:

Q. Does that indicate the winner of the competition?—A. That is the Treasury Board number of the position.

By the Chairman:

Q. And that number appears on the salary cheque?—A. It appears on the official list passed by the Treasury Board, sir.

Q. Yes?—A. Mr. Boulanger at the last meeting of the committee asked for an explanation as to how the returned soldier preference and the super-preference operated. You will observe by this sheet, which is a typical registration of marks obtained by candidates on an examination—I have taken nine candidates and given them marks, arranged them in order of merit according to those marks. The minimum marks necessary for passing an examination is 70 per cent, and you will accordingly observe that all those who obtained less than 70 per cent fall below the line and are eliminated. The five who remained above the line secured the best marks. For purpose of illustration let us suppose that in these five, there are no disability cases, none of them entitled to the super-preference. Let us suppose that A and B are civilian candidates—A had a rating of 90, and B had a rating of 85; and C is a returned soldier who only got 80 marks. Under the operation of the Act if there was only one position to be secured he would secure that position despite the fact that his mark is lower than the marks obtained by A and B. That deals with the point, I think, that Mr. Boulanger raised in that respect.

Mr. BOULANGER: Yes.

The WITNESS: Then, in the second place, let us suppose that one of these first five was entitled to the super-preference; let us suppose that E was the man. He only got a rating of 70 marks. In that case the interpretation of the special preference on account of disability would mean in its application that E with his 70 marks would get the position even over the other returned soldiers, C and D; and over the civilians A and B with their respective marks of 90 per cent and 85 per cent.

By Mr. Mulock:

Q. Even over the returned soldier if he were to get marks as high as A, 90 per cent?—A. Yes, the provision is that a candidate entitled to the disability preference gets it so long as he has at least 70 per cent in his examination marks.

Q. Even if a returned soldier got 90 per cent he would take it over him?—A. Yes.

[Mr. C. H. Bland.]

By Mr. MacNeil:

Q. It is provided, Mr. Bland, is it not, that he must show inability—

The WITNESS: He must show three things: He must be in receipt of a pension; he must prove that his war disability was such as to prevent him from resuming his pre-war avocation; and he must prove that he has not been re-established in some occupation.

By Mr. Green:

Q. That preference is really only a preference over other returned soldiers?

—A. Quite so. It is a super-returned men's preference.

Q. It is only a preference over other returned men?—A. Yes, sir.

By Mr. Glen:

Q. Let us have that again; he must show he is in receipt of a pension?—A. The second is that he must be able to establish that his war service disabilities are such as to prevent him from resuming his pre-war avocation. And the third, Mr. Glen, is that he must be able to show that he has not been successfully re-established in some other avocation. I am quoting the exact terminology of the law, because it is mandatory at present, and that is the terminology under which we must act.

By Mr. Mulock:

Q. Is there any preferred class?—A. Not by grades of disability, Mr. Mulock.

Q. Has an amputation case any greater right to a position than a man, say, with a gunshot wound in his hip?—A. Not under the law, and that is a point I was going to make in the next case, if you will allow me. I know the case you have in mind. Does that answer the general question, Mr. Fournier? As to Mr. Fournier's question as to two typical cases of irritation caused by the application of disability preference, let us suppose, as before, that candidate C is a returned soldier and obtains 80 marks. Let us suppose he has served the full period of the war overseas; he is a married man with a family and a Canadian. Let us suppose that candidate E, as sometimes happens, is a ten per cent disability case, who has served a very brief period overseas, a single man, and not a Canadian. Under the law candidate E secures the appointment over candidate C, and I think I do not need to point out the dissatisfaction which that frequently causes, not among civilians, but among returned soldiers themselves.

By Mr. Cleaver:

Q. In view of your experience in administering the Act, Mr. Bland, what do you recommend?—A. I think you raised that point the other day, Mr. Cleaver, and I was rather loath to make recommendations because I wanted to get the wisdom of the committee on that point. After I have finished with these other points, if you will permit me, I would like to make two or three suggestions on it. Is that all right, Mr. Fournier?

By Mr. Fournier:

Q. Yes; but the other day you stated that in 1936 there were only 90 cases which came to your attention. I could not contradict that— —A. I wanted to contradict that myself. When Mr. Green asked that question, I inadvertently gave him the figures of permanent appointments of disability cases, which totalled 90. I was going to correct it. In addition to the 90 permanent, 239 temporary appointments had been made, making a total of 329 disability preferences for 1936. In 1937 the number of disability cases continued to increase. In 1937, 259 disability cases secured permanent appointments, and 227 disability cases secured temporary appointments, in view of that preference making a total of 486 disability cases for 1937.

By Mr. MacNeil:

Q. Is it not true that the number is decreasing every year?—A. It was until 1937. In that year it began to go up again, quite materially.

Q. What was the reason for that?

By Mr. Fournier:

Q. There was an examination in 1937?—A. May I answer Mr. MacNeil's question first? One reason is the greatly increased number of appointments in 1937. Last year we made 8,000 appointments, an increase, I think, of about 100 or 150 per cent. Obviously, with that increase in appointments, you are going to have an increase in the number of disability cases. Another reason is that in the last two years examinations have begun to be held with the result that a great many more people being examined; disability cases are coming up and appointments are being made from them.

By Mr. Green:

Q. What was the reason for that great increase?—A. An increase in the business of the various government offices. The post office, for example, the custom houses and the departments proper had a material increase in 1936 and 1937.

By Mr. Cleaver:

Q. Out of the 8,000 appointments, how many went to ex-service men?—A. In 1937, Mr. Cleaver, of the permanent appointments, 740 went to ex-service men.

Q. Does that include the 259?—A. That includes the 259. And of the temporary appointments, 1,337 went to ex-service men.

By the Chairman:

Q. Could you state approximately, Mr. Bland, how many civil servants there are in Ottawa in the inside service and how many in the outside service? A. About 11,000 in Ottawa. For the outside service I should say approximately 49,000. But that includes casual labourers and temporary employees for seasonal employment, and so on.

Q. 49,000 outside of Ottawa?—A. Yes, sir.

Q. Approximately?—A. Approximately.

Q. That does not include the army forces nor anything in the Department of National Defence?—A. No, but it does include all rural postmasters, small though some of them may be, and seasonal employees who are on for only part of the year.

Q. But not the mail carriers?—A. Not the rural mail carriers; the city mail carriers.

Q. Of the 60,000, and I do not ask you for a definite statement, how many of them consider their position as a job and how many as a career? How many are working to earn money, and how many are working for the public benefit?—A. That is a question I hope this committee can answer at the end of its proceedings better than I can now.

By Mr. Fournier:

Q. Do you mean that all these 60,000 come under the control of the Civil Service Commission?—A. No.

Q. What would be the number coming under your direct supervision?—A. I think the committee will understand that my figures have to be fairly approximate. I should say thirty-five to forty thousand.

By Mr. Hartigan:

Q. How many of those 49,000 in the outside service come directly under the supervision of the civil service commission?—A. I should think about 25,000—about half.

[Mr. C. H. Bland.]

By the Chairman:

Q. How many in Ottawa? What is the percentage of civil servants who are appointed by the commission and the percentage appointed otherwise?—A. I would prefer, if you would agree, Mr. Chairman, that I should try to give you a table with those figures and not attempt to give it to you out of my head. But I should think out of the 11,000 in Ottawa there would be about eight to nine thousand who come under the civil service commission.

Mr. MACNEIL: May I suggest that Mr. Bland be requested to give that table indicating those in the inside service and outside service of the departments and also indicating those under the jurisdiction of the civil service commission and those who are not under their jurisdiction.

The CHAIRMAN: Do you want a list of the employees?

Mr. MACNEIL: No, a segregation under those heads of employees in the civil service so that we may know approximately the number in each department.

The CHAIRMAN: By branches?

Mr. MACNEIL: By departments.

The WITNESS: Might I suggest, Mr. Chairman, that I could get this much more readily if Mr. MacNeil, or any other members interested in it, would draft out a statement of what they would like to have, as I could then procure it from that statement. That is a fairly big proposition.

By the Chairman:

Q. And it would take some time?—A. That is why I would like to get it as clearly as possible. I might say the treasury board is making a census of the service and these figures will shortly be available. I could, in the meantime, give the committee fairly accurate figures in the general direction of Mr. MacNeil's question.

Q. In the first place, in order to make it shorter, we might start by the inside service?—A. Yes, sir.

By Mr. Fournier:

Q. That is a tremendous undertaking. The last list of civil servants was published in what year?—A. 1918.

Mr. MACNEIL: I have that.

The WITNESS: I think Mr. MacNeil has that list.

Mr. MACNEIL: I wish to consider Mr. Bland's convenience. I think he has a general idea of the matter.

The CHAIRMAN: Mr. Bland cannot prepare it alone; he must get it from the departments. He must get in touch with each deputy minister, and it would be very easy for each deputy minister to give it to him.

By Mr. MacNeil:

Q. Is not every appointment registered with the commission?—A. No, Mr. MacNeil.

The CHAIRMAN: This information will be of assistance to the committee.

The WITNESS: I will be glad to get it, if I may have the opportunity of getting it in the most convenient and speedy way possible.

The CHAIRMAN: Mr. Bland, you have instructions from the committee to get in touch with the deputy ministers, to secure that information from them and give it to us.

The WITNESS: Yes, sir; I will be glad to do it.

Q. Before proceeding further, I have only one thing to ask you, Mr. Bland. Here we have a tabulation, referred to a moment ago, showing the persons

employed in the civil service commission. Will you please prepare a list of the same employees with their salaries?—A. Yes, sir.

Q. And the date of their appointments. It will be pretty hard to prepare it in the same form, but it could be arranged in order that the same thing can be followed?—A. Yes, sir, I can do that.

By Mr. Fournier:

Q. Those are not all permanent employees?—A. No, sir, those who are permanent are indicated.

By the Chairman:

Q. What I want is the date of the appointments and the salary of each employee.—A. Yes, sir, I will be glad to get that.

By Mr. Tomlinson:

Q. There have been certain difficulties with regard to the appointments of caretakers, lighthouse keepers at small salaries and other classes of employees in which the Civil Service Commission do not desire to spend the money necessary to send an inspector on the ground to conduct the examination. I understand that they have a high school principal or someone in town who sits in on the examination. I will cite the case of a caretaker as an example: he has no privilege of promotion and his salary is set. I would like to know, of the number of caretakers appointed, how many were returned soldiers, say, for 1937? It is my contention that the preference should not be taken away from the returned soldier as to caretakers and small lighthouse keepers, but it is costing our country a great deal in the appointment of these people to those positions.

Mr. MULOCK: And cleaners.

By Mr. MacNeil:

Q. Is it not true, Mr. Bland, that there are several orders in council covering appointments outside of the jurisdiction of the Civil Service Commission and stipulating that the same preference shall apply?—A. Yes, Mr. MacNeil.

Q. Could you file with the committee copies of those orders in council?—A. Yes.

By Mr. Tomlinson:

Q. I would also like to ask Mr. Bland his opinion as to how the Civil Service Commission itself deals as to these appointments?

By the Chairman:

Q. I will ask you that question in another form. Is the commission ready to make any suggestion to the committee in that respect?—A. Mr. Chairman, this is one of the points I hoped to deal with in my general statement; but, if I may say so, I think it would help the committee a good deal if I could conclude one point before getting on to another one.

The CHAIRMAN: We were discussing the preference, and we will come to that. I will have a question to ask you after Mr. MacInnis has spoken.

Mr. MACINNIS: Mr. Chairman, I do not know if it is necessary for me to say just now what I was going to say, but I do not think it is fair to ask Mr. Bland to make a statement of policy. This committee should have the courage to make its own policy.

Mr. GLEN: I think it would be well for Mr. Bland to make his presentation to the committee.

The CHAIRMAN: If you do not mind, gentlemen, I have another question to ask Mr. Bland, relating to the number of civil servants.

[Mr. C. H. Bland.]

Mr. GLEN: I feel sure that a great many of these questions that are being asked will be covered by Mr. Bland in his statement. I would suggest that you give him a chance to finish his general statement.

By the Chairman:

Q. How many returned men are included in the 11,000 of the inside service and how many in the 49,000 of the outside service?—A. I can hazard a guess; I can tell you how many returned men have been appointed by the commission, but I cannot tell you without making a search as to how many returned men were in the service before that time.

Q. You cannot tell that now?—A. No.

Mr. TOMLINSON: The reason I asked Mr. Bland concerning the positions of caretakers and small lighthouse keepers, cleaners, and so forth, was that if these positions are going to be taken from under the jurisdiction of the Civil Service Commission, we could dispense with all the trouble we have had in the past in connection with these appointments.

The WITNESS: I can give to Mr. Tomlinson the information he desires with reference to the junior positions, and I will be glad to do that.

By the Chairman:

Q. Is the commission ready to make any suggestion to the committee in that respect?—A. Mr. Chairman, I have a great many suggestions I would like to make to the committee, but I would like, if you would allow me, to make them in order.

The CHAIRMAN: All right, proceed.

By Mr. MacNeil:

Q. Are you dealing with the preference?—A. I would like to deal with the second question of Mr. Fournier. Is the first illustration clear, Mr. Fournier?

Mr. FOURNIER: Yes.

The WITNESS: As a second illustration, let us suppose—to make a little difference in our supposition—that A. and B. are both disabled men. Let us suppose that A. is a returned soldier with a comparatively small disability, and he obtains 90 marks on the examination. A. has a ten per cent disability. B. is a returned soldier with a large disability, possibly an amputation case, 75 or 80 per cent disabled. Under the terms of the law as it stands at present, A. will secure the appointment. That is another situation regarding which there is a good deal of irritation and dissatisfaction, when a returned soldier with a large disability, particularly an amputation case, finds that the job he has applied for has gone to another returned soldier with a very small disability. Is that not clear?

By Mr. Fournier:

Q. Yes, but, as Mr. Stewart suggests, he gets a larger pension?—A. The pension hardly enters into the question of government appointments. I am only pointing out, gentlemen, the kind of thing that causes trouble, because I think that is what you want to know in the hope that you may be able to remedy that trouble.

By Mr. MacNeil:

Q. Will you also place on the record all the reasons, as originally given, for the super-preference?—A. I think that should be placed on the record, Mr. MacNeil, but I think you could put it on the record much better than I.

Mr. MACNEIL: Oh, no.

The WITNESS: The super-preference was the result of the deliberations of a committee that did a great deal of good for the disabled returned soldier. The committee was headed by Sir Hume Cronin, and the question of proper treat-

ment of disabled returned soldiers and the re-establishing of seriously disabled returned soldiers was gone into very exhaustively. One of the recommendations of the committee took form in this particular clause of the Act, and it established in future the re-establishment of the returned men who were seriously disabled and who could not go back to their pre-war work and were out of employment at the time. During the first years in which this amendment of the law had effect, I think it may be generally stated that the result was good. A great many returned soldiers who were finding difficulty in being re-established were re-established as a result of this amendment. So far I think it has worked very well. The difficulty at present is that we are getting a long piece away from the original condition. This was in 1921, and we are now in 1938. Many of the cases that we are getting now are casual, trivial cases, if I may say so, although that is perhaps a poor word; at any rate, they are minor cases of disability but they come within the provisions of the law just as much as major disability; and it is the preference of minor cases over major cases which frequently causes trouble.

Q. Are there not compensating factors? For instance, men are applying now only for certain grades of work; they are not applying in such large numbers for technical positions nor are they applying in such numbers for clerical positions. Does it not apply solely to such work as should properly be reserved for disabled men?—A. You touch a point that I referred to last Thursday but which I intended to refer to again, namely, that one useful effort that might be made would be to attempt to reserve certain particular types of employment for the re-establishment of disabled cases. I add that only as a supplement.

Another suggestion I was going to make was that it might be possible for the Civil Service Commission, if it had not only the findings but the material secured by the Veterans Assistance Commission, to work on that information and attempt to earmark, if you like, certain types of positions for which disabled veterans might be particularly suitable.

By Mr. Mulock:

Q. In other words, you would remove some of the trouble involved where a number of returned men try the examinations and then find that after writing the examinations they are not even considered?—A. You have the point exactly. That is where the trouble comes in. If we could prevent trouble from arising, rather than deal with it after it has arisen, I think it would be better. My idea was that if certain of these positions could be earmarked so that every returned soldier would know that the disabled men were going to get those positions, I think it would be desirable.

Mr. TOMLINSON: Positions such as elevator operators and caretakers.

The WITNESS: That is the type.

By Mr. MacNeil:

Q. There is another compensating factor—in the method of rating should not more consideration be given to the man's disability, if he has a serious disability, if he receives a large pension it is at the same time very likely that he is considered as not being sufficiently capable of performing the duties of the position?—A. That is a strong possibility. It is in that connection—I rather hesitate to make this suggestion—that we think someone should be given some discretion. Discretion is sometimes a dangerous thing to have, but one of the difficulties is that in cases such as these to which we have been referring there is almost no discretion allowed, we have to take the Act as it stands.

By Mr. Mulock:

Q. In other words, you have got to recommend him on account of the preference provisions even though you know in fact that he is physically unable
[Mr. C. H. Bland.]

to carry on the job satisfactorily?—A. Well, I would not go quite that far, Mr. Mulock; because we do not certify a man for employment with a disability unless we think there is at least a reasonable chance that he will make good on the job. We turn him down if we do not think there is that. But we do have to turn good men down whom we feel deserve the jobs just as much, because of the arbitrary provision of the law.

Q. Is he appointed temporarily for a period of six months to see how he gets along?—A. Yes.

By Mr. MacNeil:

Q. You don't intend to...—A. I think, Mr. Chairman, that it might be helpful to the committee if I were to prepare a statement showing appointments of this kind that have been made during the last three or six months. It would give you a picture as to how the returned soldier preference is working out, and as to how the disability preference is working out.

The CHAIRMAN: Yes, you might give us that statement, if you will. I do not understand the explanation that has been given. It seems that there is no definite rule with regard to the application of the preference, or the super-preference, to returned men; that each case is dealt with by itself. On the other hand, there must be some definite standard of establishing the fact of preference, or super-preference, in each case.

By Mr. MacNeil:

Q. What is the practice of the British Civil Service in regard to this point?—A. The British Civil Service does not operate under an Act of parliament as does the Canadian Civil Service. It operates under a series of orders-in-council—and I again speak with a certain amount of diffidence because I am not altogether clear on it. It is very difficult to get that information. From the report that we do get the situation as I understand it is, with respect to returned men, that each case is handled separately. I do know that great numbers of returned men have been absorbed in the service in Great Britain. I do not think they have any disability clause such as we have here.

Q. Was there any recommendation for a royal commission on that; do you know if any such body has ever recorded their opinion as to that?—A. There is no doubt that the British Civil Service have absorbed a great number of ex-service men.

By Mr. Tomlinson:

Q. I am informed that they have in England bureaux at which the returned soldiers register and when they desire a position filled, a small position which a returned soldier is as a rule capable of looking after, the commission just 'phone to that bureau and ask them to send up a man who is capable of filling that position?—A. I think that is true, Mr. Tomlinson; their employment bureaux operate on a much more extensive scale than ours do; and, indeed, the preference for returned men is operated in that way, as well as through the regular channels.

By the Chairman:

Q. Have you read the report of the Veterans' Assistance Commission?—A. Yes, sir; that was the report to which I was making reference with the suggestion that I think we would be able to improve the situation somewhat if we were furnished with the statistics and details that that commission has accumulated in the course of its inquiry; if we had tables of the disabled and unemployed returned men that that commission have, we would be able to do something.

Mr. MACNEIL: Might I ask you, Mr. Chairman, if the minister has officially referred certain recommendations from that report to this committee?

The CHAIRMAN: Yes, I will read them, if you wish. I will read from pages 30 and 31 of the report of the Veterans' Assistance Commission:—

The Veterans' Preference

We have already had occasion to refer to the preference given to veterans under the Civil Service Act. Probably nothing that the Canadian government has done has demonstrated more strikingly its anxiety to place the veteran in a preferred position in competition with the civilian population. As has already been stressed, this certainly was not the intention of the government when the amendment to the Civil Service Act was passed. Rather its intention was merely to overcome the disadvantage under which those who had been overseas were labouring when they returned to find themselves in competition with those who had been schooling themselves in particular jobs for one, two, three, four or even five years. The disadvantage under which the veteran rested was apparent and onerous. The Veterans' Preference sought to overcome this.

But in maintaining the preference during the intervening years the government has certainly gone beyond its original intention. For not only has the preference been actively enforced but the waiver of the age limit for veterans has created a preference within the preference. This is equally true of the special preferences given to pensioners who received disabilities which prevented their return to their pre-war occupations. For not only have they been in a preferred position with respect to the Civil Service—a position which has enabled men to obtain situations to which they could not hope to aspire if they had no disability—but they have received their pensions over and above their salaries, and frequently these pensions were for total or near-total disabilities. Canada has deliberately run the risk of weakening the efficiency of her civil service in order to pay the debt she owed those who volunteered for service in her hour of peril.

Is that the part to which you had reference, Mr. MacNeil?

Mr. MACNEIL: Yes, part of it.

By Mr. MacNeil:

Q. Do you agree with the statement, that Canada has deliberately run the risk of weakening the efficiency of her civil service in order to pay the debt she owed those who volunteered for service?—A. I do not know that I agree entirely, without studying that more carefully. I would say this; that in its administration of the veterans' preference the commission has been careful to appoint no one who was not competent to carry on the duties of the position to which he was appointed.

By Mr. Fournier:

Q. But sometimes they have hurt the other fellow who was best qualified for the position?—A. There is no doubt that in many instances there were others better qualified—

By Mr. Mulock:

Q. But, as between the returned men themselves?—A. I would not want to give the impression that inefficient returned soldiers have been appointed.

Mr. FOURNIER: No.

By the Chairman:

Q. Does the fact that a returned man received a lower point in a competition than a civilian received mean that he is just as efficient and just as well qualified as the civilian? It may be that the civilian was better qualified?—A. That may be true, sir.

[Mr. C. H. Bland.]

Mr. MACNEIL: If I might suggest it, in order to keep the record clear, you are reading from that report. There are two or three special recommendations which I think should be read into the evidence at this stage.

The CHAIRMAN: Yes, there are two other paragraphs.

Mr. MACNEIL: There are certain special recommendations.

The CHAIRMAN: There are two paragraphs in the report. There is a difference between the report and the recommendations. What I was reading was from the report. There are other paragraphs which should be on the record and I could read them if you wish. Then, there are also certain recommendations, which I will leave to you to deal with as you like.

Mr. MACNEIL: I think for the convenience of the members of the committee the recommendations of that commission should be read.

The CHAIRMAN: Read them yourself, if you will, Mr. MacNeil.

Mr. MACNEIL: Oh, no, no; you read them.

The CHAIRMAN: Read them yourself; it is only fair that you should read them. And, in the meantime, Mr. Bland, is it known to you that children of returned men have complained of the preference on account of the fact that they could not get jobs.

The WITNESS: I cannot recall any cases where youths, or young women, who complained, were children of returned soldiers. That might be so. We have had complaints. As I think Mr. Deachman said the other day, one of the difficulties is that in certain positions young men or young women now 20 might presumably have no chance of competing for positions because of the returned soldier preference despite the fact that they were unable to go to war. That complaint is heard.

By the chairman:

Q And the age limit is 35?—A. Yes, sir.

Q. And the war was ended 20 years ago?—A. Yes.

Q. Not quite 20 years, 19 years and some months ago?—A. To be fair, I think I should add that in a good many of the clerical examinations now returned soldiers are not applying as they were before and consequently the young men and young women have greater opportunity than they did have.

Q. No, but in many of the advertisements you mention two things; you mention first that the age limit is 35—that might be a factor; and secondly, that the returned soldier will enjoy the preference?—A. That is true, Mr. Chairman.

Q. And in the latter case the age limit is not a factor?—A. That is true.

Q. Yes. Therefore, those under 35 are handicapped by the preference, that they are not returned men?—A. Yes, sir.

Q. And that means that those who were only 15 or 16 years of age at the time of the war have great difficulty in getting a job in the service on account of that preference?—A. That is true.

By Mr. Mulock:

Q. Mr. Bland, you have some returned men who were 15 or 16 years old at the time of the war who are now applying for examination, haven't you?—A. Yes, that is true.

By Mr. MacInnis:

Q. The relative number of returned men applying is decreasing—A. The percentage of returned men applying is getting to be pretty low.

By Mr. Tomlinson:

Q. I wonder if you could tell us for 1937 how many returned soldiers applied for these minor positions, such as caretaker and so on?—A. In the great majority

of these minor positions returned soldiers secured the appointments. I will be glad to get you figures on that, the exact figures.

Q. For 1937, could you give us the figures?—A. Yes.

Q. We want something to indicate the extent to which it applied?—A. I will be glad to get that.

Mr. MACNEIL: With your permission, Mr. Chairman, I will read into the record the recommendation of the Veterans' Assistance Commission which the minister said would be specifically referred to this committee.

The CHAIRMAN: Are you reading from the report, or from the recommendations?

Mr. MACNEIL: These are the special recommendations of the Veterans' Assistance Commission, which on the word of the minister would be referred to this committee.

The CHAIRMAN: Would you please mention the page?

Mr. MACNEIL: This will be found at page 66 of the reports:

Survey of departments of federal government in connection with employment of veterans.

The Commission reaffirms the recommendation contained in the interim report covering a survey of government departments in connection with the employment of ex-service men:

That each department of the federal government be requested to make a complete survey at Ottawa and all branches in the provinces of:

- (a) The possibility of absorbing a further number of veterans into government service;
- (b) All positions under the jurisdiction of the Civil Service Commission;
- (c) All positions that are exempt from the procedure of the Civil Service Commission;
- (d) The survey to include harbours, canals, et cetera;
- (e) The departments to supply information in the form of a report stating percentage of veterans employed in positions exempt from the provisions of the Civil Service Commission;

That employment upon the project conducted under the department of National Defence should be reserved to veterans of the Great War and members of the Canadian Militia Forces, with a preference given to the former;

That in order to promote the employment of a larger number of veterans by contractors doing business with the federal government, such contractors be required to supply information as to the percentage of veterans employed, when tendering for government supplies of any kind whatsoever;

That all things being equal, the contractor who employs the largest proportion of ex-service men should have preference in the awarding of the contract;

That in order to set an example to private business firms, the government agree not to dismiss any ex-service men, except for misdemeanour, inability to perform duties in a satisfactory manner, or upon reaching the age limit for retirement.

Employment of Older Type of Veteran with Dominion, Provincial, Municipal Governments, also Private Business Firms

That the Dominion and Provincial Governments, cities, municipalities and business firms, who operate superannuation and pension schemes for

[Mr. C. H. Bland.]

their employees, be urged to give sympathetic consideration to the employment of the older type of veteran who may have the requisite qualifications for certain positions less suitable for the younger men and yet who cannot fulfil the age qualification; these men to be accepted for employment on the understanding that they will sign a "waiver" of all claim to pension or superannuation on retirement or discharge.

As already indicated in this report, if men, who saw service in a theatre of actual war and who were domiciled in Canada at time of enlistment for service in the Great War, should be accepted for these positions, they may on retirement or discharge, providing they are otherwise qualified, be granted War Veterans' Allowance.

Employment of Veterans on Dominion-Provincial Projects

It is recommended:

That provision be made in all agreements, covering projects to which the dominion government contributes part of the cost, for the employment of a reasonable quota of veterans, irrespective of whether they have been in receipt of relief during the first three months of the year or not.

It is further recommended:

That veterans in receipt of small disability and relief assistance from the Department of Pensions and National Health be not debarred from employment on these projects.

Civil Service Preference to Non-Pensioners

That veterans of the Great War not in receipt of pension, but who are otherwise qualified and who served in His Majesty's Forces, providing they saw service in a theatre of actual war, be given preference for positions in the Civil Service of Canada on an equal basis with pensioners when granted marks in the Civil Service examinations.

The CHAIRMAN: Will you hand that to the reporter and then he can return it to Mr. Boulanger when he has finished with it?

Mr. BOULANGER: Never mind, I can get another copy of that from the distribution office.

The CHAIRMAN: This is yours. We are very thankful to you for having the report handy. Now, gentlemen, will you please proceed.

The WITNESS: If there are any further questions on the disability preference I would like to deal with them first.

Mr. GLEN: Let us hear your suggestions?

The WITNESS: These are only suggestions, they are not recommendations; because I think this matter is one which should be discussed very carefully. I may be out of order in suggesting it, but I think it is important, and a matter which might very well be discussed by some committee.

The CHAIRMAN: You will be very seldom out of order if you continue along the line you have taken from the beginning of our sittings, Mr. Bland.

The WITNESS: Thank you, Mr. Chairman.

By the Chairman:

Q. Mr. Bland, these are the marks for the examination; it is just the same for the returned man as it is for the civilian?—A. Yes, sir, that is correct.

Mr. GLEN: I am going to insist that Mr. Bland be allowed to give his evidence. He has been here now all morning and he has given less evidence than the committee has asked questions, and he has already indicated that he has some illustrations, or suggestions, to give us. I suggest that we want to hear them.

The CHAIRMAN: Yes, Mr. Glen, but it is useless to listen to Mr. Bland if we do not understand what he says.

Mr. GLEN: We will understand him, because he is a very lucid witness.

The CHAIRMAN: He is a lucid witness; but, as I told you, there are some points which need illustration. I understand this committee work is tedious, it is the most tedious work of our parliamentary duties. I admit that, and it is annoying for a witness to have to sit here so long with us.

The WITNESS: May I say at once, Mr. Chairman, that it is not the least bit annoying to me. I am at your service in any way in which I can be of help to you.

The CHAIRMAN: This part of our parliamentary work is sometimes a bit tedious. At the same time we are all here on an equal footing, but it is not always possible for all of us to understand everything that is going on; some of the members may have better brains, or better information than others—like myself—and they may desire to see everything made clear as they proceed.

Mr. HARTIGAN: I would second Mr. Glen's motion. It would only take ten or fifteen minutes for Mr. Bland to complete his presentation.

By the Chairman:

Q. Can you finish in 20 minutes Mr. Bland?—A. I think so, sir.

The CHAIRMAN: Now, let us all take a pledge not to ask any questions until Mr. Bland has completed his presentation.

Mr. GLEN: If the Chairman asks one, he goes out.

The CHAIRMAN: Agreed.

The WITNESS: Mr. Chairman, these are the few suggestions which I would like to offer for the consideration of the committee, they are suggestions which I think might most helpfully be discussed by a sub-committee. I think consideration should be given to the question as to whether it would not be desirable to specially earmark certain types of positions as suitable for disability cases in addition to the preference as it at present exists. In the second place, I think it would be helpful to the Civil Service Commission and helpful to the committee also if we were to be given all the material submitted to the Veterans' Assistance Commission with regard to disability cases who are unemployed with the object of finding any possible opportunity of re-establishing unemployed disabled men in the government service. And in the third place—and this is emphatically only a suggestion—I suggest that the point brought up by Mr. Mulock that in certain instances the actual result of the disability preference would be better if somebody, either the Civil Service Commission or some other body, had some discretion in the administration of this mandatory feature of the law. These are the only three suggestions I have at the moment; and I am hopeful, Mr. Chairman, that this matter can be discussed in committee, or sub-committee. I think we will get somewhere by doing that. These matters are largely matters of procedure and that might remove some of the causes of this irritation, and it might also assist in making the preference helpful in the way in which it was originally intended it would be. Unless there are questions, Mr. Chairman, that ends my statement as to disability preferences.

Mr. FOURNIER: May I ask one question now with regard to the three suggestions?

The CHAIRMAN: Go ahead, Mr. Fournier.

By Mr. Fournier:

Q. Does this disability preference apply in promotions or only in the case of appointments?—A. Only in appointments.

Q. It has no bearing on promotions in the service?—A. It does nothing whatever in so far as the question of promotions is concerned.

[Mr. C. H. Bland.]

By Mr. Mulock:

Q. May I ask a question, Mr. Chairman: Would Mr. Bland please define what he means by special disability cases?—A. Yes, I am glad to do that, Mr. Mulock. I think perhaps I should read the law as it applies to that point: Section 29, 2. of the Civil Service Act reads as follows:—

- The Commission shall prepare and maintain a special list of persons in receipt of pensions by reason of their services in the war who
- (a) have the causes attributable to such service lost capacity for physical exertion to an extent which makes them unfit efficiently to pursue the avocations which they were pursuing before the war;
 - (b) have not been successfully re-established in some other avocation; and
 - (c) desire to be placed on such list.

Does that answer your question, Mr. Glen?

Mr. GLEN: Yes.

By the Chairman:

Q. Each of the three conditions is essential, is it?—A. Yes, sir.

Q. The three work together?—A. The three go together, yes.

By Mr. Cleaver:

Q. Would you be good enough to elaborate the positions which you believe would be desirable to include in the first category of your recommendations?—A. I had in mind, Mr. Cleaver, such obvious positions as elevator operators, as a type. I think that the only way satisfactorily to make a list of such positions as would be suitable would be to go over the types of positions in the service in discussion with the committee or with a sub-committee, and pick out the ones that from all points of view seem to be pretty well suited for the type of preference men we are talking about.

Q. Are you prepared to do that now?—A. I would like to suggest that there might be consultation with the committee, because I think in such a case you must have the different points of view, the point of view of the returned men themselves including the disability cases, and I think especially including the amputation cases; and you must have the view of the committee from the point of view of the efficiency of the service.

Q. I would think, although I do not want to labour this point unduly, but I would think that the commission might make a very valuable contribution to the work of this committee by frankly indicating what the commission from their past experience believes would be desirable?—A. I shall be glad to try to do that, Mr. Cleaver.

Q. Not that we need to follow that recommendation, but I do think we should have advice from other people, and then after having that advice we could make up our minds as to what advice we should follow; but I would not want Mr. Bland's recommendations to be too seriously influenced by someone else. I think that we should take the experience of the Civil Service Commission and consider that in the light of these recommendations.

Mr. JEAN: Might I propose to you, Mr. Chairman, that the three suggestions made by Mr. Bland be referred to the sub-committee for study and report.

Mr. GOLDING: I believe that your experience, Mr. Bland—

The CHAIRMAN: Just a minute, Mr. Golding; Mr. Jean moves that Mr. Bland's three last suggestions should be referred to the sub-committee for study.

Mr. GLEN: In consultation with the officers of the commission.

The CHAIRMAN: In consultation with the commission; for study and report to this committee.

(Motion agreed to).

The CHAIRMAN: Mr. Golding was going to ask a question.

By Mr. Golding:

Q. I believe that in your practice in administering this Act you will find many things which can be improved on, and I think that the body you represent should be the one to try to improve the whole system; therefore, I think we should get your advice and your suggestions; because, after all, you are in a position to know the situation much better than we do. I would like, Mr. Chairman, if the committee would permit me —

The CHAIRMAN: It is very important, Mr. Bland.

The WITNESS: I would like, Mr. Chairman, if the committee would permit me, to submit for the consideration of the sub-committee two things; I would like to make a tentative list along the lines of Mr. Cleaver's suggestion, and I would also like to bring to the sub-committee a composite collection of appointments made in the last three or six months, so that the committee can see how the thing is working.

Mr. CLEAVER: I believe such a compilation would be of real use to this committee. I think we should also have an analysis of the complaints which have been received as to the administration of this preference within a preference.

Mr. TOMLINSON: Now, Mr. Chairman, if that has been disposed of—

The CHAIRMAN: There is just one request I would like to make of Mr. Bland; I would ask him if he would be good enough to take this chart which he has provided for the use of the committee and indicate on it those persons on the establishment who are returned soldiers. Will you do that, Mr. Bland?

The WITNESS: Yes, sir.

By Mr. Tomlinson:

Q. I would like to elaborate my question of some time ago in connection with local positions such as caretakers and certain low-salaried positions, lighthouse-keepers, cleaners and so forth; as to whether they should in your estimation remain under the control of the Civil Service Commission for appointment. I do this because a good deal of trouble in the past has occurred between the commission and members and the public at large where these appointments have been made, and I feel that if we were able to decide more or less on this question we should do away with a lot of caretaker appointments that might come up here, and these small positions. I would like to ask Mr. Bland what suggestions he might have with respect to appointments of this kind?—A. Mr. Chairman, Mr. Tomlinson has certainly picked the kind of positions that cause trouble. I would like very much to prepare a little report for the committee on this point; but, if Mr. Tomlinson would permit me, I would prefer to deal with one or two things before I come to that rather than to attempt to deal with it now. I prepared for to-day—perhaps I should not have taken it for granted—but I prepared for use to-day a statement on a point which I think needs attention very badly. I refer to rural postmasterships where there have been assistants in the office for a long period of years. I came prepared to deal with that to-day.

The CHAIRMAN: Before you go on with that point, will you please tell us just who prepared the Order in Council relating to the new salaries of caretakers?

The WITNESS: That is the most recent Order in Council changing rates payable to caretakers?

The CHAIRMAN: Salary rates in general.

The WITNESS: It was prepared at the instance of the Treasury Board jointly with the Public Works Department and the Civil Service Commission—it was then submitted to the Treasury Board for their consideration.

[Mr. C. H. Bland.]

By the Chairman:

Q. It was requested by the Treasury Board?—A. Yes sir.

Q. And then prepared by the Department of Public Works?—A. It was actually prepared by the commission, but it was done in consultation with the Department of Public Works. Before the recent order-in-council, Mr. Boulanger, caretakers all over were paid at the same rate of salary. The Treasury Board suggested that there should be differences in certain localities on account of certain conditions which might produce differences in salaries, and the commission was asked to study it from that point of view. It took it up with the department and prepared a report satisfactory to the department on that basis, which forms a new order-in-council covering the salary of all caretakers.

By Mr. Glen:

Q. Following Mr. Tomlinson's suggestion, I think you would have to consider, in making that report, if appointments for positions as elevator operators, &c. are taken out of the commission, where they are to go, and whether they are to go back to the members and increase the patronage for these types of positions, and so on.

The WITNESS: I will try to give the committee, Mr. Glen, as clear a picture as I can of the situation, as it exists.

By Mr. Tomlinson:

Q. In that report, would you also include the difficulties you have in making those appointments?—A. Yes, sir.

Q. For instance, if a caretaker is to be appointed in Port Elgin at a salary of \$60 a month you would write to the principal and ask him if he would sit in on that examination to save the expense of an inspector going to Port Elgin. But if the principal writes back and says, "I do not care to be drawn into this, I do not know who should be a caretaker and who should not be a caretaker"; then you would be compelled to send an inspector to Port Elgin to appoint this caretaker, and the only qualification necessary would probably be as to whether he is able to look after the job. And to do that it costs this country a great deal of money.—A. I will try to include the both sides in my submission.

Q. Together with the lighthouses?—A. Yes, sir.

By Mr. Mulock:

Q. Is there not a provision, when you conduct some of these examinations, to appoint, as Mr. Tomlinson said, the head of the local high school and also the head of the Legion in that district? Is that correct or not?—A. Generally speaking we prefer, Mr. Mulock, to send one of our inspectors, or one of the departmental inspectors, rather than use the local educational authorities. We like to use the educational authorities for the purpose of supervising written examinations, which I think they do admirably, rather than for the purpose of examining applicants in an oral test.

Q. But you have three, do you not?—A. The third one is the legion representative.

Q. That is just the point. What do you do where there is no branch of the legion?—A. Our practice in connection with that is to ask the dominion headquarters of the legion to have a representative of the legion appointed. They, I think, take steps to communicate with their provincial command, and the provincial command makes the selection.

Q. Supposing the legion has not a branch in that district and there is a veterans' organization which covers the whole district, do you ask the local association to assist?—A. We deal with the legion, though I would like to make it clear that we would never have any objection to representative of a local organization coming in too. But the legion representative is not there as a member of the examining board, he is there to have the opportunity of satis-

ifying himself that the returned soldier preference has been honestly carried out.

Q. He does not do any of the rating?—A. He can take part in the discussion, but he is not a member of the examining board.

By Mr. Tomlinson:

Q. In connection with positions such as the \$500 salary positions and postmasters under the \$3,000 revenue, I understand a notice goes through from some place to the legion in Toronto, if the position is in that district?—A. Yes.

Q. Informing them that this position is vacant?—A. Yes.

Q. And that if they desire to see that a returned soldier is appointed, it is up to them?—A. I think that is the case. In such cases as those to which you refer, namely, positions under \$3,000, which are not under the Act, I believe it is the custom of the post office department to inform the legion of the vacancy so that any returned soldier who desires to apply may do so.

By Mr. MacNeil:

Q. In your report you deal with the question of advertisement. I am puzzled to know, if any of these positions are taken from under the jurisdiction of the commission, how they will be advertised so that all those who may wish to enter the competition will have an opportunity of applying?—A. That is a question that is difficult for me to answer. My impression would be that they would not be advertised.

Q. Therefore the selection would be limited only to a few?—A. I think that is the general practice in connection with the positions which are not now under the Act.

By Mr. Tomlinson:

Q. In connection with those small positions, such as a post office having a revenue under \$3,000, the people in town usually know as soon as the vacancy occurs.

Mr. GLEN: They surely do.

By Mr. Mulock:

Q. At the present time they can appoint a postmaster up to \$3,000, but they cannot appoint a caretaker to look after the post office?—A. That is true.

By Mr. Hartigan:

Q. Has the commission used the services of the R.C.M.P. to investigate and report upon appointments?—A. Yes, sir, we have.

Mr. GLEN: I do not know that Mr. Bland is going to deal with this matter to-day, but I suggest that at the next meeting Mr. Bland might address himself to having a report on how examinations are conducted, who are the examiners appointed, the qualifications of the examiners and, generally, how the rating is done.

The WITNESS: I would be glad to do that, Mr. Chairman.

The CHAIRMAN: Mr. Bland, would you be ready to come to-morrow?

The WITNESS: I am at your disposal any time.

Q. To-morrow would suit you?—A. I cannot have all this information by to-morrow.

Mr. GLEN: Mr. Bland will not be ready to-morrow.

By Mr. O'Neill:

Q. In connection with this list, supposing you are going to have a position filled as janitor or caretaker and you hold an examination; then, for the sake of argument, suppose that A gets the position, he has the highest marks and

[Mr. C. H. Bland.]

he is a disabled returned man. After he gets that position there will probably not be any more caretakers required in that locality for maybe five, eight or ten years; what happens to this list? Do they retain that list and make appointments from that list?—A. Only for two years, Mr. O'Neill. In the case of an examination where there is only one appointment, such as a caretaker, a list would be set up of probably two names, one to go on the position, the other to be a substitute in case the first were unsatisfactory or dropped out for some reason or another. That list would be good for a period of two years from the time of the examination.

Q. Supposing you appoint a man to a position like that and in a year's time that man did not want the job any longer and it became vacant. There may be returned men in that locality at that time who would like the opportunity of writing on the examination. Would they be accorded that privilege?—A. Not under the present procedure. But I think there is a good deal of merit in what you say. The regulation itself prescribes a period of one year for an eligible list. I think that is a good period, but because of the expense involved in holding a great number of examinations, we have not been able to live up to the one year clause, we have had to make it two years. There may be an exceptional circumstance that would make it advisable and right that another examination should be held.

By the Chairman:

Q. I do not find it fair for the civilians to compete with returned men because they have a preference, and it seems to me that the examination should be passed first by the returned men to see if they are eligible and then call civilians if they have a chance to be appointed. As it is now, there are hundreds of civilians who compete for positions of city mail carriers, and they take the trouble of going some distance to pass an examination when it is known beforehand, on account of the fact that there are some returned men applying, that they will have no chance at all.—A. If this committee will make a recommendation to that effect, we will welcome it.

By Mr. Fournier:

Q. You know that in 1937 there were examinations in Ottawa for the lower grades?—A. Yes.

Q. There is not one civilian and not one veteran on the eligible list?—A. Only disabled veterans.

Q. Only disabled veterans?—A. That is true.

Q. Why call 700 or 1,000 people in Ottawa from all over this district?—A. We did not call them in that case, we only called the disabled veterans.

Q. But the civilians— —A. They filed applications, but they were not called.

Q. Why not start in with the disabled men and let the veterans know?—A. I think there is a lot of merit in that, but that does not always work out to the satisfaction of all concerned. When you do that, the civilians or the non-disabled veterans immediately say, "I want the right to take the examination, I demand it."

By Mr. Jean:

Q. Is it not a fact that you have made a list of returned soldiers for positions as caretakers in Montreal?—A. I think both disabled veterans and other veterans are included in Montreal.

Q. There were no civilians?—A. No.

By the Chairman:

Q. To your knowledge and recollection, Mr. Bland, in Quebec city last year and the year before there were two competitions for mail carriers, and there were several hundred applied?—A. Yes.

Q. Amongst them there were disabled men, returned men and civilians, and the civilians went there for nothing.—A. That is right.

The CHAIRMAN: I do not think it is fair to give these men the hope that they will get something when there is no hope for them at all.

By Mr. Tomlinson:

Q. I wonder if in your report which you are bringing in in connection with caretakers, and so forth, you would include the difficulty that takes place where a caretaker dies or must vacate his position and a temporary man has to be appointed?—A. That is the third point I have, and I would like to deal with it.

By the Chairman:

Q. Due to that fact, the children of returned men have no preference at all. Coming to the point, I will ask you a question which I desired to ask you when a member of the committee suggested that it was not the proper time to do so. I do not understand at all how that preference is estimated. I understand that the disabled men have a preference over the returned men, the ordinary returned men. How that is valued, I do not know. How the returned man's preference is valued I do not know. I wonder if it is because of my stupidity.

Mr. FOURNIER: You will have to read carefully section 29, paragraphs 2 and 3 of the Act. They set out three principles.

The CHAIRMAN: Yes, I know, but it is left to the good judgment of the Commission.

The WITNESS: Mr. Chairman, I think I could make that clear if I were to have a moment with you.

The CHAIRMAN: I would appreciate it.

The WITNESS: The preference, both the disabled preference and the returned soldier preference, does not apply during the examination; it applies only after the examination has been completed. In other words, all candidates, for the purposes of examinations, are in the same rank. Not any of them are civilians, not any of them are returned soldiers and not any of them are disabled veterans. The examination is conducted on an equal basis, all men being considered equal. Once the examination has been held and the papers have been marked, then the division into disabled veterans, veterans and civilians is made, and all those who are disabled veterans and who have passed the examination are put at the head of the list. All those who are veterans and who have passed the examination are put second on the list, and all those who are civilians and who have passed the examination are put in third place.

Q. Therefore, in the first place, are the disabled men?—A. Yes.

Q. In the second place are the returned men?—A. Yes.

Q. And in the third place, civilians, according to merit?—A. Yes.

Q. And you consider only those above the mark of 70?—A. Yes, that is correct.

Q. And if a disabled man and a returned man have each 70 marks, the disabled man is awarded the position?—A. That is true, Mr. Chairman.

Q. And if the returned man has 90 points and the disabled man has 70 points, the disabled man has it?—A. That is true also.

By Mr. Fournier:

Q. For the efficiency of the service, if the preference was made between two candidates having the same marks, one civilian has 90 and a returned man has 90, then the preference going to the veteran would not impair the service; but in the way it is carried on now a man may have 70 per cent of the marks and be preferred to a man having 98 per cent?—A. That is true.

[Mr. C. H. Bland.]

Q. So that part of our system in Canada now is the merit system and part, comprising so many men, is the preference system?—A. I would say it is a dual system at present. It is a system in which you have the principle of merit operating and in which you also have the principle of preference for returned soldiers, and they operate simultaneously.

Q. It would be interesting to know the number of preference employees in the service.—A. I think the committee will get a pretty fair picture of how far that preference goes if it were to examine this composite file I propose to bring forward.

By the Chairman:

Q. There is a line between 65 and 70. Is the minimum 70 or 66?—A. 70, sir.

Q. And the same thing which you have said with regard to the disabled man and the returned man applies to the returned man and the civilian?—A. The same thing.

Q. Therefore, if a civilian has 99 or 100 per cent and the returned man has 70 per cent, the returned man goes first, although he is 30 points under the civilian?—A. That is true.

Q. And this applies to the children of returned men also?—A. Yes, sir.

Q. Considered as civilians?—A. Yes.

Q. Somebody suggested that in an examination you had to look at the physical qualifications of the candidates in certain positions. Take, for instance, a position as an elevator man or a caretaker, and a civilian has a wooden leg; will that be taken into account before the marks are arrived at as to his ability to fill the position?—A. The physical fitness of any candidates, returned soldier or otherwise, is taken into account before the marks are given. The disabled man has to be looked at from two points of view. First, is he fit to do the job? Can he do the job well? Second, is he entitled to the veteran's award to disabled men.

Q. Then those poor disabled men have no chance if they suffer a 75 per cent disability?—A. That is not so in the case of an amputation performing the duties of an elevator operator, particularly.

By Mr. Jean:

Q. You will not qualify a civilian who has a disability?—A. As a matter of fact, Mr. Jean, a civilian is never up for consideration as an elevator operator, because practically all elevator operators are amputation cases. I would like to make that clear. There are two points you should try to consider. The first point to my mind is, can the man do the job satisfactorily? Is he efficient? Secondly, under what preference, if any, is he entitled.

By the Chairman:

Q. What are the means employed by the Commission to obtain that information if one man is in Vancouver and another man in Halifax? Who reports to the Commission about the condition of the men?—A. We obtain it particularly from the Department of Pensions and National Health. They have very comprehensive and complete files on each disability case in the dominion.

Q. That applies only to returned men?—A. Yes.

Q. But with regard to civilians?—A. We have to get a medical examination if we think it is necessary, a local medical examination.

By Mr. MacNeil:

Q. Are the marks with which a man passes of any great importance, considering for the moment an elevator job? If a man gets a pass mark for an elevator job, he can probably perform his duties just as efficiently as a man who gets a mark of 98 per cent?—A. I would not say quite as efficiently, but I know what you mean. In these junior positions, if a man is good enough to do the job, there is not such a degree of difference between others who can do it as well.

Q. In connection with those positions where marking is important, as where examinations are set, there are comparatively few returned men applying?—A. That is true.

Mr. FOURNIER: I would like to take up Mr. Glen's suggestion that at the next sitting you speak about examinations. My suggestion would be that we look over section 4 of the Act, the powers and duties of the commission, and start with sub-paragraph 8. I suggest we take up the different positions and proceed in that way.

By the Chairman:

Q. Mr. Bland, before we conclude, I told the clerk of the committee to get in touch with Mr. Foran to ask him for a copy of each of the standard forms of the Civil Service Commission. The Commission has many copies?—A. Yes.

Q. Would it be possible to send a copy to each member of the committee?—A. Certainly.

Q. That is, all the standard forms of the Civil Service Commission. It will help the members to have this but it will be pretty long to print as an appendix to the report. If every member has it, that should be satisfactory. Therefore, Mr. Bland, would you be ready to come to-morrow to explain the points mentioned by Mr. Fournier?—A. That is, to explain the system of examinations?

Q. Yes. Can you do that to-morrow?

Mr. GLEN: We have a sub-committee appointed in order to deal with the officers of the department. Should not that come first?

The CHAIRMAN: It is pretty hard to do that before the report is printed, but I will leave it for you gentlemen to decide.

Mr. MACINNIS: I move that the next meeting of the committee be on Thursday.

By Mr. Tomlinson:

Q. When will you have that report ready on the matter I mentioned sometime ago? Would that be ready for tomorrow?—A. I think I had better be quite frank with you, Mr. Chairman. I had originally, Mr. Chairman, received from the committee a request to outline the operations of the Act and to give any suggestions that I thought might be desirable.

By the Chairman:

Q. You are not through with that?—A. I am just in the middle of it.

The CHAIRMAN: That is all right. We might take it up to-morrow, or, if not, we will sit on Thursday. What is your pleasure, gentlemen?

Some Hon. MEMBERS: Thursday.

By the Chairman:

Q. Mr. Bland, do you think we are imposing too much on you?—A. I am your servant, sir, to do whatever you want me to do so far as I can do it.

Mr. CHAIRMAN: I know that, and we appreciate it very much.

At 12:50 o'clock the committee adjourned to meet again at 11 o'clock on Thursday, March 24, 1938.

Doc
CA1 XC 2
- 38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 5

THURSDAY, MARCH 24, 1938

WITNESS:

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

THURSDAY, March 24, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present were,—Messrs. Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Lacroix (*Quebec-Montmorency*), MacInnes, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Stewart and Tomlinson—18.

The following corrections were approved:—

By the Chairman,—

On page 80 of the evidence of March 15 the Chairman's statement should read,—“I sat on that committee and to my recollection the only witness that was sworn was Pierre Lafort.”

By Mr. Bland,—

In the minutes of proceedings of March 15, in line 24 insert the word “disabled” after the word “for.”

Mr. C. H. Bland, Chairman, Civil Service Commission, was recalled, examined and retired.

The Committee adjourned to meet again Tuesday, March 29, at 11 o'clock a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 24th, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: We have a quorum, gentlemen. Are you ready to proceed?

Some Hon. MEMBERS: Yes.

The CHAIRMAN: Before Mr. Bland proceeds, I have a correction to make on page 80 of the last report. It reads:

The CHAIRMAN: I sat for a time on the Civil Service Committee of 1934 and to the best of my recollection the only witness before the committee during the time I was there was not sworn—there may have been one exception.

That is not at all what I said. I said that I sat on that committee and to my recollection the only witness that was sworn was Pierre Lefort who appeared as a witness.

Now, Mr. Bland.

C. H. BLAND, recalled.

The CHAIRMAN: Before we proceed further, I will draw your attention to the chart that was tabled by the Civil Service Commission the other day, gentlemen.

By the Chairman:

Q. Who drafted that chart, Mr. Bland?—A. It was drafted by the organization branch of the commission, Mr. Chairman.

Q. I do not think it is in the proper order. On that chart the organization branch is right under the secretary of the Civil Service Commission. I presume that it should come in the first place at the left, because it is the first branch that looks into a vacant position, is it not?—A. That is true. You will notice that the arrangement is a purely arbitrary one. The assignment branch is put at the left possibly because it begins with "A."

Q. There is no question of alphabetical order in it, because there is the assignment branch, personal services, commissioner's offices and so on.—A. That is true. There is no objection whatever to putting the other branch first as you suggest, Mr. Chairman; not at all.

Q. Then there is the examination branch.—A. Yes.

Q. I understand that the stenographic pool and advertising is mostly the organization branch and the examiners?—A. Yes.

Q. Therefore it should be underneath it.—A. We would be glad to arrange this in any way you would like it, Mr. Chairman.

Q. This chart is most important, and I want it to be made clear. You understand that?—A. Yes.

Q. I do not want the organization branch to give people the impression that they are more important than the others, because they come right under the commissioners. Every branch does, does it not?—A. Quite so. Every branch does.

The CHAIRMAN: Therefore I would have it put in order to make it possible for every member of the committee and every member of the House to understand the whole thing; because my intention—and I hope it will be yours, gentlemen—is to have it printed as one of the reports. When we discuss the organization of the commission we will need it in the report itself, in order that every one who reads the report may have the opportunity to understand the organization of the Civil Service Commission. This is just preliminary. The second thing is the examination branch, when there is a vacant position, and the third branch is the assignment branch.

Mr. GLEN: Do you take the position that the organization branch is the most important branch of all, Mr. Chairman?

The CHAIRMAN: No, no. I mean that it is the first branch that deals with a vacant position; because they look after the investigation of positions and the organization of departments. Is that not so, Mr. Bland?

The WITNESS: Yes.

Mr. MULOCK: Is that where you are going to start with your questions?

The CHAIRMAN: No, no. This is just preliminary, in order to have it redrafted properly so as to ensure a better understanding.

The WITNESS: If it meets with your approval, Mr. Chairman, would it be satisfactory if I were to have this chart redrafted along the lines you mentioned, after consultation with you?

The CHAIRMAN: Yes. I will proceed. It will be quite short. The organization branch is first, and it would be important to mention that it looks after the classification of positions and the organization of departments.

The WITNESS: How would it be if I inserted at the head of each department a little statement as to the functions of each branch?

The CHAIRMAN: It would be very good.

The WITNESS: We will put that in, sir.

Mr. TOMLINSON: The order in those cases would not matter much.

The CHAIRMAN: Well, I do not know. It is such an intricate matter that it would be important to see how it comes out. The first thing is the organization branch; the second thing is the examination branch; when there are no eligibles in the assignment branch, they make eligible lists. Third is the assignment branch, which may be called also the examination branch; and finally there is records and leave—personal services. It will be important to mention records and leave. The records of appointed civil servants are entirely different from the records of successful candidates or other candidates who have not been appointed to jobs. Then there are other branches—accounts and supplies. Printing might come under the suggestions and correspondence section. The printing is for the whole commission?

The WITNESS: No, sir. The printing is only for examinations. I think that properly goes there.

The CHAIRMAN: Then that goes there. But stenographic pool must be under both organization branch and examination branch. Then we will have a better picture of the whole thing when that is drafted. Gentlemen, if you agree with that change, we might have this redrafted chart printed in a later report of the committee. Is it your pleasure, gentlemen?

(Carried.)

The CHAIRMAN: You will kindly see to it, Mr. Bland.

The WITNESS: Certainly, Mr. Chairman.

The CHAIRMAN: Mr. Bland is your witness, gentlemen.

The WITNESS: Before I proceed, Mr. Chairman, may I bring to your attention two slight errors in the report of the proceedings which I think should be corrected.

[Mr. C. H. Bland.]

The CHAIRMAN: Certainly.

The WITNESS: In the Minutes of Proceedings, the fourth last paragraph, the wording reads at the present time:

Mr. Bland suggested that certain positions be reserved for returned soldiers, that methods be considered to re-establish unemployed soldiers in the civil service, and that some discretion should be allowed regarding preference.

May I suggest that that would be more accurate if the word "disabled" were inserted to make it read "disabled returned soldiers," because the entire discussion dealt with the question of the disability preference.

The CHAIRMAN: Surely.

The WITNESS: Again on page 93—and this is a minor error, because I think the reporters have done very well with my somewhat disjointed remarks—at the bottom of the page I am reported as suggesting that the matter of disability preference is one which could very well be discussed by some committee. I think it is obvious that what I said was the sub-committee.

Some Hon. MEMBERS: Yes, that is right.

The WITNESS: Those are the only two suggestions I have to make in that connection.

The CHAIRMAN: Mr. Lacroix has a question to ask you.

By Mr. Lacroix:

Q. With regard to that preference to the soldiers, the veterans—did you fix any limit as far as age is concerned?—A. The law itself makes provision in that regard. It provides that the age limit set for examination shall not apply to the returned soldiers, provided the commission is satisfied they are of such an age and in such physical condition that they are able to perform the duties efficiently. It is entirely in the law's hands.

Q. It is in the law's hands?—A. Yes.

Q. I mean, as far as physical qualities are concerned or fitness for the job?—A. Yes.

Q. Another thing I wanted to ask you about is whether you do not think it is possible to prepare an eligible list without classification. That is to say, suppose you are going to have an examination and you are asking, we will say, for a mail clerk. Is it possible to prepare what I may call an eligible list without fixing the classification?—A. Any classification as to returned soldiers?

Q. No, concerning those who have gone through the examination?—A. Well, it is possible to establish a list simply indicating the order in which the candidates have passed the examination.

Q. With no classification; can that not just be remitted to the deputy-minister and he can make his own choice?—A. In other words, establish a list which will be qualifying in nature instead of competitive?

Q. Yes?—A. It is possible, but it is not in accordance with the provisions of the law. They are decidedly touched upon.

By Mr. Fournier:

Q. That principle was established in 1928, was it not?—A. Yes.

Mr. DEACHMAN: What would be the advantage of the plan?

Mr. LACROIX: It will give a free hand to the minister to choose among 20 or 25 men that are considered eligible, without any classification.

The WITNESS: Might I answer your question in this way: The Chairman asked me at the last session of the committee if I would discuss this morning, in accordance with the request of Mr. Glen and Mr. Fournier, the general system

of examination. May I suggest that point would be one which would naturally come up in the course of the discussion.

Mr. MULOCK: Mr. Chairman, are we going to have any consideration of Mr. Tomlinson's request at the last meeting in regard to these positions that he was referring to like cleaners, caretakers, and so on?

The CHAIRMAN: In the minutes of proceedings of the last meeting we find this:—

Mr. Bland submitted a register of candidates at an examination arranged in order of marks made. He was asked to produce,—

- (a) a statement showing the number of civil servants appointed by the Commission, and appointed otherwise;
- (b) a list of appointments and salaries of the staff of the Civil Service Commission shown on the chart already submitted;
- (c) a list of caretakers, lighthouse keepers, etc., showing the number of returned soldiers appointed.

Mr. Bland suggested that certain positions be reserved for returned soldiers, that methods be considered to re-establish unemployed soldiers in the civil service, and that some discretion should be allowed regarding preference.

On motion of Mr. Jean—

“RESOLVED that the above suggestions of Mr. Bland be referred to the sub-committee for consideration, and that officials of the Civil Service Commission be consulted in connection therewith.”

I draw your attention to that, and I wonder if the sub-committee is empowered to look into the question. The resolution is rather vague and it concerns mostly soldiers' preference. If there is another motion to submit the matter to the sub-committee, the sub-committee will be in a position to deal with that as soon as we get the information from Mr. Bland. Are you ready to bring in a motion to that effect?

Mr. MULOCK: Yes, I will move that; certainly.

The CHAIRMAN: Colonel Mulock moves that.

Mr. LACROIX: What is the motion? Will you read it again?

The CHAIRMAN: It is just to refer the caretakers and so on to the sub-committee.

Mr. MULOCK: Caretakers, cleaners—the clause that Mr. Tomlinson mentioned.

The CHAIRMAN: Just a minute. Colonel Mulock moves that the question of the appointment of caretakers, cleaners—and what else?

Mr. GLEN: And elevator men.

The CHAIRMAN:—and elevator men shall be referred to the sub-committee for consideration. Will we invite the members of the Civil Service Commission—the commissioners—to join the sub-committee in the discussion of these matters?

Mr. TOMLINSON: Yes.

The CHAIRMAN: Then we will add to that, that officials of the Civil Service Commission be consulted in connection therewith.

Mr. MULOCK: Absolutely. Now, can we deal with that?

The CHAIRMAN: Just a minute. Will you please read that motion, Mr. Clerk?

The CLERK: Moved by Colonel Mulock that the question of appointment of caretakers, cleaners, elevator men shall be referred—

[Mr. C. H. Bland.]

Mr. TOMLINSON: And lighthouse keepers.

The CHAIRMAN: Yes, and lighthouse keepers.

The CLERK:—and lighthouse keepers shall be referred to the sub-committee for consideration, and that the officials of the Civil Service Commission be consulted in connection therewith.

The CHAIRMAN: Is it your pleasure that the motion shall carry, gentlemen?
(Carried.)

The CHAIRMAN: Now, there is another question. There is the question of part time employees and of the temporaries in the various departments.

By the Chairman:

Q. If my memory serves me right, Mr. Bland, you were instructed to get in touch with the departments in order to find out the number of temporary men in each department?—A. Yes.

Q. And their length of service?—A. Yes.

Q. And it will take some time to do that?—A. It will take a little time to compile it.

The CHAIRMAN: When Mr. Bland receives the answer from the department, we may take it up for consideration.

The WITNESS: May I say to Mr. Tomlinson and Colonel Mulock in reply to their question that we have already begun to compile the information for this sub-committee, that they would like, in connection with these lower grade positions.

By Mr. Lacroix:

Q. Are you leaving the temporary men under the control of the Civil Service Commission?—A. Certain temporaries are and certain others are not.

Q. Why not include them?—A. Under the commission? I would be glad to.

Q. No, out of the commission. I do not see the necessity of having these men go through the control of the Civil Service Commission. They are only engaged as temporary men?—A. I think each type of temporary should be discussed on its merits. There are quite a number of differences between the various classes of positions.

By Mr. Fournier:

Q. Every appointment is temporary?—A. Almost every appointment is originally temporary, yes.

Q. For six months or more?—A. Yes.

By Mr. Lacroix:

Q. They are all temporary?—A. I think that question you raised, if I may say so, is one that should be very carefully studied before a general decision is reached in connection with it, because circumstances do alter cases.

Mr. FOURNIER: We will not decide the question now.

Mr. LACROIX: I want to make myself perfectly clear as far as the eligible lists I was talking about a minute ago are concerned. We have many complaints when the classification is made—I will not say they are right, but it is giving us quite a lot of trouble. We are obliged to get into correspondence with the commission and with the ministers, and I am asking myself if there is any possibility of suppressing all that trouble and all that exchange of correspondence by establishing an eligible list; that is to say, that all those who would be on that list would be qualified for the position and remitted to the deputy minister to make his own choice.

Mr. FOURNIER: You cannot do that.

Mr. LACROIX: Why not?

Mr. FOURNIER: We are having enough trouble with the deputy ministers now.

Mr. LACROIX: That is not what I mean—the deputy minister. I mean the minister.

Mr. FOURNIER: I was appointed here just to look into it, to see what is going on in the departments and see if there was office politics going on. I would object strongly if we gave them full powers to act.

The CHAIRMAN: The simplest way is always the best and the shortest line is the direct line.

By Mr. Tomlinson:

Q. These names on the eligible list are not necessarily equal in regard to qualifications. They are listed as one, two, three, four and five?—A. That is true.

Mr. TOMLINSON: It could not possibly work on the merit system in that way.

By the Chairman:

Q. By the way, Mr. Bland, what is the merit system?—A. That is what I would like, if you give me the opportunity, to discuss now, Mr. Chairman. May I now go ahead with this discussion of the merit system?

Q. No, I would like you to define the merit system, and then we will proceed on the right line?—A. If I were to attempt to define it in brief, I think I should say—

Q. You can take your time in defining it.—A. I think I should say that the merit system with relation to the public service of Canada is the selection of the best qualified available employees and the promotion of the best qualified available employees, together with such working conditions and rates of pay as conduce to efficiency and satisfactory morale within the service.

Mr. DEACHMAN: Are you putting the dictionary up against that?

The CHAIRMAN: No. I am glad to see Mr. MacInnis in the committee. The other day Mr. MacInnis mumbled in a low voice, "I can tell the Chairman I would laugh if it were not so tragic" I have brought this huge dictionary from the library in order to have exactly what is the definition of the word "tragic," and there is "tragic" and "tragical."

Mr. MACINNIS: We had both.

The CHAIRMAN: I find here: "Tragic or tragical: Of or pertaining to, or of the nature or character of, tragedy, as a tragic poem or play; (2) characterized by, or involving, death or calamity or the suffering implied in tragedy; terrible; calamitous; (3) mournful, expressive of tragedy, loss of life or sorrow."

I would ask Mr. MacInnis which one of the three meanings of that word he had in view when he said that the sittings of the committee were tragic.

Mr. MACINNIS: Mr. Chairman, I think it is foolish to act in this way on this committee.

The CHAIRMAN: What is foolish? Now you are defining. It is the specialty of the C.C.F. not to define, and I have trimmed you in the House by asking you 55 questions which were never answered. I have been most lenient as chairman of this committee, and it has not been appreciated. So I have decided to be just as firm in the future as I have been lenient in the past, especially with regard to you, Mr. MacInnis. I will tell you one thing: there is one thing that I despise, and that is for some one to pose as a martyr. I will not stand for political propaganda of any description here. That is definite and I am

[Mr. C. H. Bland.]

determined on that point. Every one is free to express his views, but anyone who poses as a martyr will be told first that it is political propaganda; then he will be called to order and will be told to sit down. That is all I have to say on this.

Mr. MACINNIS: Mr. Chairman, I regret very much that you wish to carry on in this way.

The CHAIRMAN: This is political propaganda.

Mr. MACINNIS: Yes? Call it whatever you like. I will leave it to the rest of the committee to decide what it is. I have been on many committees and I have been in the House, and I am quite satisfied that my conduct there has been such that there has not been cause for any complaints; and if the chairman will be as reasonable as I am going to be during the proceedings of this committee, I am quite satisfied that there will be no necessity for us to have any words of any kind. I think it is tragic when we waste the time of this committee with things that are of no importance whatever. That is what I meant by tragic—the wasting of time that should be used in a serious way, on trivialities.

The CHAIRMAN: Well, I will reply to you that the committee has not wasted its time at all, and the committee has been doing very well. I have told you many times that I was proud of you. But there is no reason to look like undertakers all our lives, and I am determined to stop all political propaganda of every description.

Mr. MACINNIS: I will give you all the assistance possible.

The CHAIRMAN: No, you have nothing to say. I will be just as strict in the future as I have been lenient in the past, and you will have to abide by the ruling. I have not got a mallet in my hand, but I have a good voice. Will you proceed, Mr. Bland.

By Mr. Lacroix:

Q. Did it never happen that a man, I might say, classified as fifty-second in the list has been called and appointed instead of a man classified as tenth or fifteenth in the list?—A. The appointments are in strict order from the list as established. But I think, if you would permit me to make the statement I desire with reference to how examinations are conducted, I could answer that question better in the course of my argument than I could by taking up the individual point now.

By Mr. Fournier:

Q. You have prepared something under section 4. We would like to hear it.—A. I have prepared as well as that a statement on the examination system as it exists under the Act.

Mr. LACROIX: I want my question to stand. I am saying that because I am going to come back to it later on.

The WITNESS: Shall I proceed, Mr. Chairman?

The CHAIRMAN: Yes.

The WITNESS: Mr. Glen and Mr. Fournier, Mr. Chairman, asked me to go over this morning the examination system as it at present operates under the Act. I think it might be helpful if I were allowed to make a general statement as to how examinations are conducted, with the understanding that there shall be every opportunity for questions at the end of the statement. I think it will be more intelligible to the members if I make a statement first and then have the questions afterwards rather than if it is interrupted throughout with questions. But I am in the hands of the committee, of course, as to that.

Mr. FOURNIER: Make your statement.

The WITNESS: The examination under the Act as it stands at the present time, I think we would be agreed in saying, has two objects. The first object, and I think the principal object, is to secure the best available employee for the state. I think we are all agreed that this is what we want to do. As the secondary object, the Act itself provides that citizens of Canada should be afforded a fair opportunity of competing for positions in their public service. With those two preliminaries I would go on to discuss how the examinations were held, how they were planned, how they were completed and how appointments were made from the examination lists. The first consideration, it seems to me, is that the law intends that there shall be a fair opportunity for Canadian citizens to apply for positions in the Canadian public service.

By the Chairman:

Q. You mean Canadian citizens?—A. Citizens of the Dominion of Canada, sir.

Q. Yes?—A. In connection with this opportunity to apply, we try to do four things. In the first place, we provide a public advertisement that positions are vacant, that applications are invited and that examinations will be held. In the second place, we amplify that public advertisement which may be in the form of posters or frequently is in the form of newspaper advertisements. We amplify that public advertisement by publicity secured by means of co-operation of educational institutions, professional organizations, public bodies, public libraries, post offices, public meeting places and so on; and in addition we maintain a mailing list or a list of persons who are interested in civil service examinations, whom we notify when examinations in which they are interested are to be held. That comprises the system as at present in vogue in connection with opportunity for application. Coming now to the methods of selection—the committee, of course, is well aware that there are various things—

Mr. ELLIOTT: May I ask a question at this point?

The WITNESS: Certainly.

By Mr. Elliott:

Q. Are there any particular times in the year that you have these examinations? Is it once or twice a year?—A. Generally speaking, examinations for custom's positions and immigration positions are held once a year, just before the season opens. Other tests are held as a general rule, when the present list of eligibles becomes exhausted and when new positions are contemplated. Does that answer your question, Mr. Elliott?

Mr. ELLIOTT: Yes.

The WITNESS: As the committee is aware, there are, of course, a number of things to be decided in connection with examinations, the various things to be decided differing according to the types of positions involved. Among the things to be decided are the educational qualifications, in some cases, either by means of written papers or by means of sworn statements given by the candidates and verified by their college or university degrees and their records of their educational achievements. Then there are tests of training and experience apart entirely from education, which are made by means of sworn statements and by means of investigations made among the previous employers of the applicants. In the third place, there are technical tests or tests of the candidate's ability to perform the duties of the position in question. In the fourth place, there are oral tests to settle questions of personality—in other words, to compare the relative qualifications of candidates for positions requiring supervisory ability, executive capacity and so on. In the last place, there is the question of some kind of test or evidence as to the honesty, trustworthi-

[Mr. C. H. Bland.]

ness and reliability of candidates, particularly for positions of a fiduciary or confidential nature. Those are the various things that need to be decided. It follows that there will be, in consequence, various forms of tests to find out these things. There may be any one of several or all of the following: Written tests, demonstrations of skill, ratings of education and experience, oral tests, investigations as to character and record. I should like to point out again that it may be any one or more of these or all of these combined that makes the best examination.

May I now take these up briefly in order, just to try to make clear to you what I mean by these various types of tests? Take the written examination. As a rule, the questions for written examinations are prepared and the answers are read by members of the examining staff of the commission. The questions are designed to be practical and to test principally the candidate's ability to perform the duties he is going to be called upon to perform; and secondarily, to test, as far as may be, his capacity for future development, for future duties. The writing of these written examinations is, as I indicated at the outset, generally supervised, in the place where the candidate resides, by the local educational authority, usually the principal of the local collegiate institute or in the larger centres, the registrar of the local university. The names of the candidates writing these written tests are not known to the examiners. Competitors are identified by numbers. The names do not appear on the papers. Consequently the rating is done without the examiner knowing whose paper he is rating, and it is only when the marks are finally filed that the names of the candidates are attached to the identifying numbers, when the names are then arranged in order of merit or in order of marks, according to the ratings given to their respective papers. Demonstrations of skill include such tests as stenography, typewriting, seed analysis, drafting. There are a good many general agricultural practical tests, a typical one of which would be swine grading. In this case, I think it is obvious to the committee that a written examination is not the best method of selection, but that a practical test of the candidate's ability to do the work he is going to be called upon to perform is the best test of finding out the best man available. Ratings of education and experience are made from the sworn statements furnished by the employees together with letters and references by them and reports from their previous employers; and ratings of this kind are usually given by what we in the commission call advisory examining boards. Positions of this kind include technical positions such as engineers, chemists, agriculturists, and so on.

The CHAIRMAN: Just a moment. Those boards are formed of outsiders by the commission.

The WITNESS: Yes, I was going to go ahead with the formation of the boards. These boards consist of three sections: in the first place, we have outsiders, as the chairman says, who are specialists or experts in the particular work to be performed; and in that connection I am glad to point out the splendid co-operation we have received from the technical and professional organizations and from business men generally throughout Canada. The first factor is the outside point of view of the specialist to the job to be performed; the second is the departmental point of view, generally the head of the department considered or his representative; the third factor is the member of the commission's examining staff who sees that the law is faithfully applied and that fair play is observed.

By the Chairman:

Q. Are the members of the board who are outsiders paid anything for their services?—A. No, sir, they have been very generous; they have never asked us

for anything other than their travelling expenses, and they have given their services for what they consider the good of the country, free of charge.

Q. Throughout the country?—A. Throughout the country. The legion representative, perhaps, deserves a word of explanation—the legion representative or the returned soldier representative—not necessarily a legion one—is always welcome at examining boards of this kind. His function, as I think I explained before, is not to act as a rating officer or member of the examining board, but to satisfy himself on behalf of his people that the returned soldier preferences have been honestly applied. The procedure in such boards, after the members have been sworn to faithfully perform their duties, is to examine the qualifications of the positions to be filled; then to draw up a statement or a plan of examination so that the most important things will have the most weight and the lesser things will have lesser weight.

By Mr. Fournier:

Q. Do these boards examine the application forms put in by the candidates?—A. Yes, Mr. Fournier, when this examination procedure has been adopted or decided upon by the board then examination forms submitted by the candidates are carefully examined and a rating or a relative standing on the basis of this examination plan is given to each applicant. The results of the board are then submitted—these are written examinations—for compilation and a list in order of merit based upon the findings of the board is drawn up.

By Mr. Lacroix:

Q. Do you mean that the classification is then made after examinations?—A. Yes, sir. The classification; by that, I take it you mean the place of the candidate in order of merit?

Q. Yes.—A. Yes, that is done after these boards, yes. Oral examinations are frequently necessary because it will be readily admitted that personal qualifications cannot necessarily or regularly be established by means of written examinations or by means of an examination of the written applications furnished by candidates. Consequently, in positions where personal or physical qualifications are of importance those candidates who were successful in the written examination, if there be one, or in the board's rating, if there be one—

Q. May I ask another question. You said the classification made took in oral as well as written examinations?—A. The physical classification takes into account both the oral and the written.

Q. The classification you are asked for includes both oral and written examinations?—A. Yes, sir, it does. These oral examinations have two functions: to determine as far as may be possible the relative merits of applicants for positions involving an administrative or executive capacity, public contact qualities, tact, good judgment, ability to meet the public, and also physical fitness for the position.

By the Chairman:

Q. Therefore, sir, the examination must be rather long to show all these qualities in one man?—A. As I pointed out, sir, an examination is not a standard thing; it is designed to meet the needs of a particular position with which it is dealing, and it might involve all of these things or only one of these things, or several of them.

By Mr. Mulock:

Q. Mr. Bland, now does that apply to the appointment of seasonal fruit and vegetable inspectors? What kind of a written examination is held?—A. No written examination is held for those men.

[Mr. C. H. Bland.]

Q. How are they appointed?—A. They are appointed by an examination of education and experience of the candidates plus an oral examination.

Q. When were they taken under the Civil Service Act?—A. They have been under the Civil Service Act since 1918.

By the Chairman:

Q. Are some of these inspectors appointed without being seen by anyone on the Commission?—A. Yes, sir, there may be inspectors of that nature appointed after being seen only by departmental officials. That is something we are trying to improve as far as we can by having our own inspectors present on the job.

By Mr. Mulock:

Q. What department officials are those?—A. Agricultural officials—an officer of the fruit branch in the case of the Department of Agriculture.

Q. Is that for the district or at Ottawa?—A. He may be either a district man or one from Ottawa.

By Mr. Lacroix:

Q. Do you mean to say that practically all fruit inspectors are nominated without passing— —A. None of them pass a written examination; they pass an examination which I am trying to describe in the form of an oral examination.

Q. May I ask another question?

The CHAIRMAN: Surely.

By Mr. Lacroix:

Q. Has it happened in your knowledge that a man classified as fiftieth has been nominated before others that were classified above him?—A. It is difficult to give a general answer to that question, because, take for example, an examination for clerks. There may be thirty persons on the eligible list for clerks. A department may ask us to appoint a clerk who is bilingual and the first bilingual clerk may be No. 10; we then appoint No. 10. That would be out of order in the sense you mean, but I say it would be justified by the needs of the position.

Q. Apart from the bilingual classification, does it never happen?—A. Except by some special qualification required by the department.

By Mr. Fournier:

Q. In the case of absentees?—A. That is why I hesitate to make a general rule. If No. 1 is not available you must go on to No. 2. If No. 1 does not possess the qualifications required you must go down the list until you find a man who has the qualifications.

Q. They are exceptions?—A. Yes, but they are in accordance with the merit principle.

Mr. LACROIX: That explains to Mr. Fournier why I was asking about the eligible list.

By Mr. Tomlinson:

Q. Mr. Bland, you have an examination in which you place ten people on an eligible list; you rate them 1, 2, 3, 4, 5, 6, 7, 8, 9 and 10; now, do you mean to tell me that the commission will appoint No. 1?—A. Yes, sir.

Q. Then he may die or resign; and then in order to find further employees you would appoint No. 10?—A. Oh, no, No. 2, Mr. Tomlinson.

Q. You have to go down the list, and probably to get a bilingual person you may have to go down to No. 10—A. That may be true, yes.

Q. Well, No. 10, surely, if he is not fit in the first place for that position cannot be said to be fit when he is in tenth place?—A. I think we are talking at cross-purposes. I was presuming that No. 10 was tenth on the list of those who had passed the examination.

By Mr. Fournier:

Q. He has qualified.—A. Yes. If he did not qualify he would not be on the list at all.

By Mr. Tomlinson:

Q. You cannot possibly be obtaining the best one when you are classifying them from 1 to 10, except that No. 1 is exceptional?—A. No. 1 is better than No. 10; but if a particular position, to use the example I used before, required bilingual qualifications and if the first man on the list with bilingual qualifications is No. 10, while he may not be so generally classified as No. 1, nevertheless, I think you will admit in the interest of the position he is the man that must be appointed.

Q. That is rather important. Under the British system they only retain an eligible list of one or two in case of death only or sudden resignation; that eligible list is not retained more than two or three months.—A. That is true; of course, the British system has not the bilingual situation to deal with.

By Mr. Cleaver:

Q. Does not the size of the eligible list depend upon the number of contestants who enter the examination and pass? You might have 200 people write on one examination and out of those 200 fifty of them might well be eligible?—A. I think, Mr. Chairman, if I might interrupt Mr. Tomlinson, he has made a good point. I agree with him that it is preferable not to have too long an eligible list. Obviously the longer it is the poorer the men are at the bottom of it.

MR. TOMLINSON: For instance, the first man may obtain 99.

THE WITNESS: Yes.

MR. FOURNIER: If they come up to your standard at 70 per cent they are still good men.

THE WITNESS: They are good, but not as good.

MR. TOMLINSON: I am not speaking of those tied for first place, but I say that under the merit system you are not obtaining the best men.

By the Chairman:

Q. Will you say, Mr. Bland, that a written examination is a perfect test of the competence of the candidates?—A. Mr. Chairman, I do not know of anything that is perfect.

Q. It is relative.—A. It is the best thing I know of to test competency.

Q. But it is nevertheless relative?—A. Yes, sir.

Q. But from your own personal experience, which is very wide, is it not true that in some cases the most competent men are not so successful as others in written examinations?—A. I think there are candidates who find it hard to express themselves in written tests.

Q. In spite of their experience and competence?—A. Quite so; but I must say, Mr. Chairman, that reading from British reports which I think are perhaps as reliable as any we know of, their general opinion seems to be that for positions which lend themselves to written examination, a written examination is the best test we can find or have found.

[Mr. C. H. Bland.]

Q. Besides that, it is to your knowledge that while we have in the inside and outside services 60,000 civil servants there are 350,000 in the British service?—
A. Yes, sir.

By Mr. Deachman:

Q. Would not a large eligible list be a result of too easy examinations, and would not that condition be remedied by raising the standard?—A. Yes; there is something to that. I was going to say in reply to Mr. Tomlinson that it is our endeavour, and we have been fairly successful, to restrict the size of eligible lists to what may be required for the positions likely to be filled. In other words, for positions for which there is only one vacancy for the time being we do not establish an eligible list with ten or twenty names; we establish a list of three names which will be, probably, all that will be required for that position. I was thinking at the moment more of long lists such as lists of postal helpers, clerks, stenographers, where it is obvious that a fairly long list must be available to meet the needs of the service, and in such a case Mr. Lacroix' point might come up. Take, for example a postal list from Montreal—well, that is not a good example, they would probably all be bilingual—but take Ottawa: there might be several hundred names on the list; the department might at this particular moment require a bilingual employee and they might ask us for a bilingual man, in which case we would take the first bilingual man on the list.

The CHAIRMAN: The fact is that when a man is bilingual it means that he has one qualification that the others have not?

The WITNESS: True.

By Mr. Cleaver:

Q. If Mr. Bland, you set out to maintain your eligible list at very small proportions, just two or three, does not that mean then that you will have to be constantly changing your pass mark standard because during one year you will have a lot of high class candidates on account of employment or unemployment conditions and during another year you will only have a few high class candidates; therefore, it would mean that you would be constantly shifting your standard of eligibility if you were going to maintain your eligible list at a limited number?—A. That would be true, Mr. Cleaver, if there is to be any decided change in conditions. We have so far been able to maintain our pass mark at 70 for quite a number of years, and particularly in the last five or six years we have been able to secure all the qualified eligibles we need.

By Mr. Lacroix:

Q. There are exceptions where you do not follow that, outside of the bilinguals?—A. I used it as an example.

Q. There are exceptions where you do not follow the classifications?—A. Quite true, sir.

Q. That is what I wanted to get at.

By Mr. MacInnis:

Q. What is the purpose of the eligible list?—A. The purpose of the eligible list is to have available for departmental uses the best candidate you can find.

Q. And is not the question of expense a matter also; if you do not have an eligible list, every time you had to make an appointment you would have to have an examination?—A. Yes, that is why it is contemplated by the Act. I think the purpose of the eligible list is to have available for departmental use the best possible candidate you can find.

Q. Does not the question of expense come in there also? If you did not have an eligible list, every time you had to make an appointment you would have to hold an examination?—A. Yes. I think that is contemplated by the Act. Mr. Cleaver raised a point I would like to try to dispose of, if I may. Mr. Cleaver raised the point if eligible lists became exhausted quickly, it would necessitate the holding of a new test. What we endeavour to do is to establish an eligible list containing enough names to meet the probable requirements for a period of two years. We would like to cut that down to one year, if we could; but it is two years now.

By Mr. Cleaver:

Q. If you restricted it to the probable requirements during a period of depression, where there is a great excess of available applicants, you would then automatically have to step up your eligibility standard much higher than you would during normal times?—A. What we do in such cases—take a case in point. During the depression period, as you call it, we would have, say, a thousand persons who would pass for postal work, we will say, in the city of Hamilton. All of this thousand would obtain over 70 per cent. We would list only enough postal employees to meet what we would consider to be the probable needs of the city of Hamilton for the two-year period.

Q. And in order to do that, I take it that you would step up your eligibility standard to perhaps 80 or 85 per cent?—A. Yes.

Q. You would have to do that in order to limit the length of your list?—A. All those above 70 per cent would be regarded as having qualified but only those above 85 or 90, as the case might be, would be put on the eligible list.

By Mr. Elliott:

Q. Would you explain the nature of the examination for bilingual qualification?—A. Yes. In the case I took for example, where we have a list for clerks—clerks are given a written examination involving arithmetic, English, spelling, and accuracy; and all candidates, whether they write in the English or in the French language, take the same examination. That list is then made out in the order of marks the candidates secured, but a notation is placed opposite the names of those candidates who speak only English, only French, or both languages. If a candidate is required who speaks both languages, the first man who was noted as bilingual receives the appointment.

Q. It has been said—or, at least, I have conversed with some of the civil service who have said that the qualifications in some instances were not sufficient, that the examination was not strict enough to prove their bilingual qualifications in both languages, French and English?—A. That is a moot point; because “bilingual qualifications”, if I may say so, is a very variable term. The case of a particular bilingual inspector who may go into the province of Quebec where he is required to converse with both French and English-speaking citizens and who is also required to report both in French and in English on his work is a very different case from that of an employee in a public contact office where he is simply required to deal with a minority, if you like, of either English or French and is not required to make any reports in writing on that particular phase of his work. I do not think that any one would claim that the same degree of proficiency in bilingualism would be required in those two cases. Consequently, I would feel that the wisest way to treat the language question is to treat it according to the needs of the position in question and to make the examination fit the needs.

By Mr. Cleaver:

Q. Do you not think that if the commission would now change the period of time that the eligible lists are kept in force, shorten the period from the present [Mr. C. H. Bland.]

practice of two years down to, say, six months, it would lead to the service securing a higher calibre of men for the appointments?—A. I think it might. But, of course, you must take into consideration the question of the expense that such a procedure would involve.

Q. Just before you leave that, is it not true that in the Old Country the eligible lists are only set up for six months?—A. One year. I would agree with you if you would make your term one year instead of six months.

Q. Then would you be prepared to suggest, from your experience with the wording of the Act, that it would be wise for us to limit the period of eligible lists to one year?—A. I think it would be desirable to do that; but I think it is only fair to say that if we are going to do that, it is going to cost more money to maintain the system.

Q. Do you not think it would be money well spent if we get more efficient employees?—A. Yes, I do. I agree with you.

By Br. Tomlinson:

Q. You have discretion. It is one year now.—A. The regulations prescribe that eligible lists shall be in force for the period of one year, which may be extended by the commission if it is considered to be in the public interest.

Q. Why should we take the discretion away from the commission? They are better able to know the situation?—A. I am in agreement with Mr. Cleaver in his suggestion that it would produce better employees if examinations were held more frequently. But I am only pointing out that so far we have not had the staff or the appropriation to enable us to shorten that period below the two years.

By Mr. Deachman:

Q. Would not a sufficiently high standard of examination bring about the same result?—A. It would necessitate holding them more frequently.

Q. I mean, would you not get a higher standard of qualification then?—A. I am not very sure that there is much to complain of at the present time in the standard of examination. It is a fairly stiff examination.

By Mr. Lacroix:

Q. Excluding the question of bilingualism, will you tell me the reason why you do not follow the classification?—A. Well, this is a case, Mr. Lacroix, that might serve as an example. We have a list of auditors available. Suppose the auditor-general requires an auditor who has had special experience in one type of auditing. He asks us for a particular reason. It may be in connection with an unemployment relief audit or it may be some other type of audit. I give him a man who has had that particular type of experience or who has that particular type of qualification. We give him the first man on the list who has that particular type, provided we are satisfied it is a reasonable request.

By Mr. Fournier:

Q. Do the departments interfere with your eligible lists?—A. Well, I would not like to use the word "interfere."

Mr. LACROIX: I think it is much better to remit the eligible list to the minister and let him make his own choice.

Mr. FOURNIER: The minister has nothing to do with it.

The WITNESS: I would not want it to be taken as my expression of opinion that merit is being departed from to any material degree in the administration of the eligible lists. But I think if the eligible list is going to serve the public well, it must meet the various conditions that arise in departmental administration. In other words, if you have a large list, composed of a great number

of people, and a job arises that requires,—and honestly requires some special qualification, I do not think it is good administration to force the department to take the first man on the list if he has not that qualification, when there is a man three or four down who would suit its needs better.

By Mr. Fournier:

Q. Do these different departments have these lists? After an examination is held, does the commission give the list to the departments?—A. No. It is given only to the post office department and—

Q. They are not given to them?—A. I would like to finish my answer. It is given only to the Post Office Department, the Department of National Revenue and the Department of Pensions; that is done for this reason, that in cases of offices remote from Ottawa—for example, at Vancouver or Halifax—if the departmental officer has an eligible list and has instructions from his department, if a vacancy arises, to take the first man upon that list, it saves a great deal of red tape in correspondence—waste of time in correspondence with headquarters.

Q. So that outside of those three departments, the others do not know the names of those on the eligible list?—A. No, sir.

Q. And they make these qualifications, and the commission chooses out of the list—A. I would like to make it clear that this is not the ordinary regular procedure. This is the exception about which Mr. Lacroix was asking me.

Q. Are you explaining the way these examinations are held?

By Mr. Lacroix:

Q. What is the use of having examinations if they make their own choice?—A. They do not make their own choice.

Q. I mean, what is the use of classification?—A. That is the last thing I want to give this committee the impression of. They do not make their own choice. In any case they come to the commission and say, "What we need is a man—an accountant, a clerk, a stenographer or a chemist—but in this case we want a chemist, clerk, accountant or stenographer who has this particular line of experience."

By Mr. Cleaver:

Q. A specialist?—A. Yes, a specialist.

By Mr. Lacroix:

Q. When you ask people to qualify themselves, do you ask that they have graduation standing?—A. Well, it all depends on the kind of position. University graduation is by no means a common requirement.

Q. I know. That is provided by your examination.

By Mr. Cleaver:

Q. The experience that the candidate has had since graduation enters into it?—A. Quite so.

By Mr. Tomlinson:

Q. Mr. Bland, when you say that you go down the list to obtain this particular man with this particular classification, would you still say he was the best man available?—A. I would not decide on him unless I thought he was.

Q. He cannot possibly be, because he may be sixth on the list.—A. He may be the only man on the list who can speak French.

[Mr. C. H. Bland.]

By Mr. Lacroix:

Q. Take it apart from that.—A. It is as good an example as I can give you.

Q. You always come back to that. But the question I asked you a moment ago was not in connection with that at all.—A. I will take another example. Let us take the examination for a chemist. "Chemist" covers a great variety of experience and qualifications. In the Department of Mines and Resources, a branch may require a chemist who has had experience in some particular line of metallurgical work in connection with their research work in the Mining Department. They say to us, "We want a chemist in the general grade of chemist with a salary of so-and-so, but we want a man who is able to conduct research work in this particular line." We will go to our chemist list and if we have a chemist on that list who is a specialist in that particular direction, I think it is desirable that he should be taken.

By Mr. Fournier:

Q. Some state that he should be a B.A.?—A. We do not let them get away with that.

Q. Has it not been done?—A. It has been tried.

Q. Take the librarian case, where the general qualification is a high school education?—A. Yes.

Q. Did they not insert that and ask for a B.A. in the classification?—A. They asked that we should. In the particular case you have in mind, the department asked us—I am speaking subject to correction—that we should give them a graduate. We did not insist on a graduate in our advertisement. We asked for a person who had high school education and equivalent to university graduation so that a person who had not taken his degree or her degree might qualify for the position. It would be far more favourable for them.

Q. When it came to the rating, this was taken into account?—A. The person who secured the highest place did turn out to be a university graduate.

Q. So on the rating on the application form, the party that was a B.A. had higher marks probably than the person who had only a high school education?—A. If I might suggest it, I would like to produce the file you have in mind; and I think if we discussed the file, with the file before us, it would be clearer.

Q. That would come later on?—A. Yes.

Q. You are through with telling us how these examinations take place. In your experience in the last ten years, have these examinations been carried on correctly, without any injustice?—A. We have tried to carry on the examinations just as fairly as it was possible for us to do so, so as to produce the best available people. But there are always cases where improvements can be made.

Q. I am not speaking about the three commissioners who decide finally what is to take place. But to your knowledge, have any cases arisen where you found out that the staff of the Civil Service Commission did not carry on the examination in the proper way?—A. I have found no case in which I had any reason to think that the staff was acting unfairly or unjustly. There have been many cases in which I have discussed the examination with the staff, and after our discussion I think we have got a better form of examination.

Q. Have you in mind any cases where the commission refused the reports of the examiners?—A. I do not know of any cases where the commission refused the reports of the examiners; because it is not after the examiner makes his report that the commission deals with it. Discussion as to the form of examination is made beforehand. It is consultation beforehand rather than report afterwards. After the examination has been made, I do not recall any case where the commission refused the report of the examiner.

By the Chairman:

Q. Just a minute. Do you mean cases since you have been a commissioner or before—in the whole time you have been in the commission or since you have been a commissioner?—A. I am talking of what is taking place.

Q. Are you talking as chairman or are you talking as a member of the Civil Service Commission?—A. I am talking as a member of the commission.

Q. Since you have been in the commission, since 1908?—A. Yes.

Q. Has it come to your knowledge that a competition was held where Mr. Gilchrist of the commission was a candidate, was unsuccessful at the examination and the competition was cancelled and he was appointed nevertheless?—A. Mr. Gilchrist, as I recall it, took an examination in 1919.

Q. Yes, and he did not pass the examination; the competition was cancelled and he was appointed nevertheless.—A. Well, I would have to look up that file to renew my memory.

Q. Therefore you cannot say positively what you have just answered to Mr. Fournier. There might be other cases which are not within your knowledge?—A. I was speaking only of my experience.

Q. Your own personal knowledge?—A. Yes.

Q. The other cases might be entirely different?—A. I would be surprised to find them, but I am only speaking of my own knowledge.

Q. You cannot say that since 1909, the date when you came into the commission, that everything was done right?—A. I can only speak of what I know.

Q. Exactly.

By Mr. Fournier:

Q. Generally speaking, to your knowledge the commission has not refused reports of examiners because you thought they were not carried on properly?—A. I can recall cases, Mr. Fournier, where the commission has questioned the examiners as to the reasons for making their reports, as to the means adopted in the examination.

Q. Would you go a step further? After questioning these examiners and asking them to report in writing what they did, would the commission decide not to accept their decision?—A. You will have to enlighten me on the case. I cannot recall it.

Q. Actually I have one case in mind, that of an investigator in the Treasury Department?—A. I know what you mean. Yes, I am glad to tell you as to that. I know that particular case. The examination was conducted by means of what I have referred to this morning as an advisory examining board. The advisory examining board made a report and recommended the order of merit for the candidates. After reading the report of the board, the commission felt that it was desirable that a written examination should be held in order to make certain of the knowledge of the candidates.

Q. You were not satisfied with the eligible list they proposed to the commission?—A. We felt that we would be more satisfied if we had a written examination to prove what had been found.

Q. You must have had reasons for not being satisfied with their report? They were the board?—A. Yes.

Q. They had examined the applications and they had examined, orally, the candidates?—A. That is true.

Q. And they submitted their report to the commission and then you decided— —A. That a written examination was desirable, yes. That might happen in several cases. If I do not feel satisfied or the commission does not feel satisfied—if I am not sure that I have got the best man, I think it is good business for me to say so.

[Mr. C. H. Bland.]

By Mr. Tomlinson:

Q. It is your duty?—A. It is my duty.

By Mr. Fournier:

Q. Yes, but does it often happen that you have done this?—A. No. I think the examination reports of the board are very good. But there is the odd case where I want further information.

Q. Could you give us some further reason why in this case the commission adopted the course it did?—A. I would like to produce the file and read the report on it, if I may.

Q. Would it state that in the file?—A. Yes.

Q. I have not seen it myself.—A. I would be glad to show it to you.

By Mr. Deachman:

Q. I should like to ask a couple of questions now. The charge is sometimes made, in regard to the very thing we are discussing now, that these appointments which are made, are political appointments really, that politics have crept in, because you have selected a man who was not at the top of the list. What I would like to get at is if it is possible, when that is done, for the member who may be interested to have a full report of it and the reasons why it was done?—A. Do I understand, Mr. Deachman, that the question you are investigating is whether or not appointments are sometimes made on political rather than merit consideration?

Q. No, I am not suggesting that at all.—A. I would like to have it clear.

Mr. FOURNIER: Or office politics.

The WITNESS: Other considerations than merit?

By Mr. Deachman:

Q. It might be office or any other kind of politics, but it is based on such questions as are mentioned here.—A. Quite so.

Q. I will give you an example—and I justify your action in not appointing the man who was first in the examination. I can give you a very close example. For instance, I studied chemistry, but I studied animal chemistry. Conceivably, if I had gone a little further, I might have written the examination on chemistry, but it would have been on animal chemistry. My knowledge would be on general chemistry but my specialty would be animal chemistry. I would not be suitable as a mining chemist or a textile chemist or something else.—A. That is what I mean.

Q. But when what has been described is done, I might come back and say I headed the list on that examination and I was not appointed?—A. That is right.

Q. And I would make the claim that it was office politics or, if the other party was in, I would make the claim that it was Conservative politics.—A. Quite right.

Q. You see the point?—A. Yes.

Q. What I want to get at is that when that happened, can a member be particularly interested—I mean, because it happened in his constituency—receive a report from the department as to the reasons for the change and the reasons for that selection?—A. Certainly. You mean from the commission, not from the department?

Q. Yes?—A. Yes.

By Mr. Fournier:

Q. Are the files open to the members?—A. Certainly. If you had come in and asked me about that particular competition, I would have been glad to show you the file and explain to you the action we took. I will still be glad to do so.

By Mr. Tomlinson:

Q. I should like to ask you one question, Mr. Bland. When an appointment is to be made or a vacancy occurs, do you send out to the members a notice of the examination to take place?—A. Yes.

Q. Would you tell me first under whose instructions that method was first used?—A. Because of the request of the members themselves that they should be acquainted with competitions in their constituencies.

Q. Would it not be a better system if instead of sending out these notices to members—because this is supposed to be non-political; I say it is supposed to be.—

A. It is, as far as we can make it.

Q. As far as you can make it, yes. Say there is a local position, and I say local meaning not pertaining to the head of the government, but more or less the outside service. Would it not be better if you advertised in the local papers?—

A. I think that would be desirable, yes.

Q. I make that statement because the member in the particular riding has not, as a rule, knowledge of the different students who graduate—for instance, as to whether they specialize in seed or whether they specialize in animal husbandry. If this was advertised in the local paper, all in that particular district would have particular notice and the member would not be politically drawn in?

—A. I think that is a very good suggestion.

By Mr. Deachman:

Q. There is one other point there, and that is in regard to the districts in which these examinations are held?—A. Yes.

Q. I know I voice the sentiments of many other members when I say that these local folks are determined that it shall be a man who was born there and whose grandfather was born there before him?—A. That is so.

Q. Let me give you a definite example. There was an appointment made in my own constituency quite recently. The town in which that was made is very insistent that the appointment should be a local man. I want to ask if it would not be better if appointments of that kind covered the entire custom's district—taking this case for example, which is a custom's case. You spoke in your earlier remarks to-day to the effect that the object of these examinations was to give an opportunity to all Canadians to function as civil servants where the opportunity was open for them. In this case, the eligible list would comprise—in my own case, the London customs district?—A. Yes.

Q. Otherwise you have this situation, that the good positions must go to London; because if my own home town, for instance, of Wingham has the right to insist that it shall be a local man, has not London the right to do likewise?—A. Quite so.

Q. Then you would have all the good positions going to the cities, which is unfair and is not looking at it from a national standpoint. So you are faced with this difficulty in this connection, that there is tremendous opposition from local towns; and it would be necessary for the civil service commission to bring the facts home to the people, that this covers the district. Then when you get into the higher positions, transfers might take place from district to district, but promotions otherwise would be within that district. I make that suggestion, and I should like to have it discussed.—A. I am entirely in accord with the wisdom of what you say. But I think you could only proceed with the extension of the principle, wise as it is, in so far as you could get public opinion to back that principle up.

Q. There is my criticism of the civil service. It has not a standard of efficiency in advertising; it is not presenting that story. That is also, at the same time, my criticism of the members.

Mr. MACINNIS: Is it not a criticism of the members rather than of the commission?

[Mr. C. H. Bland.]

The WITNESS: I know one member who served as a very effective publicity agent in that regard.

By Mr. Deachman:

Q. We want the assistance also of the members of the Civil Service Commission in the literature they send out.—A. We would be glad to send it out.

Q. This would have to be generally applicable, not just for one district?—A. I may say this: There has been a decided improvement and a decided advance along the line of that principle. That is clear if you compare present conditions with conditions fifteen years ago. It has not gone as far as you and I would like it to go, but it has gone a certain distance; and if the committee will permit me, that is one point I should like to bring up for general discussion, and in connection with which I shall have some recommendations to make at the next session, if I am allowed to do so. That is the question of locality preference.

Q. Would not the idea be for the civil service to present, we will say, an argument or a statement of the case and the advantages of that side to the members?—A. That is what I intended to do.

Mr. MULOCK: On that point, Mr. Chairman, I just want to get it clear. Do I understand the suggestion to be that if, for instance, there was a caretaker to be appointed in Wingham, that appointment would be open to the whole of the London district, and that a man from London might be moved from London to Wingham?

Mr. DEACHMAN: I would solve that very easily.

Mr. MULOCK: Is that the general proposition, or is it, for instance, customs men or post office men?

Mr. DEACHMAN: I could not consider it in connection with janitors and cleaners. I think that janitors and cleaners should be outside of the civil service altogether.

Mr. MULOCK: Yes.

By Mr. Mulock:

Q. Who prepares the advertisements or the form of advertisements for civil service positions?—A. They are prepared by the commission in consultation with the departments.

Q. Who in the commission is responsible for the actual form of the advertisement?

Mr. FOURNIER: It is a standard form.

The WITNESS: Well, let me say in answering that, the part of the advertisement that deals with qualifications and the salary—

By Mr. Mulock:

Q. I am talking about the qualifications.—A. That is prepared in the organization branch of the commission.

The CHAIRMAN: Just a minute, Mr. Bland.

Mr. MULOCK: Who is in charge of the organization branch?

The CHAIRMAN: Exactly. Just a minute. I want to make the answer clearer. I am not asking a question. I am just making a remark to the witness. Since I have been a Member of Parliament, during the last fourteen years, very often I have heard a minister say, "I have to justify my department." And when someone was wrong in the department, he was a portion of the department as a whole, and the minister thought he had to justify the department even when he had a serious ground of complaint against one of the departments.

Therefore when answering Mr. Mulock's question and saying that it is the commission, please make it clearer and tell us whether it is the organization branch or the assignment branch or the examination branch, in order that we may know what part of the commission it is that is doing that.

The WITNESS: All right.

By Mr. Mulock:

Q. It is the organization branch. Who is in charge of the organization branch?—A. Mr. Putman is the man in charge of the organization branch.

Q. And is he responsible?—A. Let me go back one step, will you, if I may?

Q. All right.—A. The question of qualification is in the first place set by a general statement of qualifications for standard positions that already exist; that is, there is a standard qualification for clerk grade 1, clerk grade 2, and so on. When the department ask for a job for which there is no standard qualification, then they suggest certain special qualifications and these are discussed with the department by either the head of the organization branch, Mr. Putman, or such of his investigators as he delegates to do the work.

Q. When you say with the department, you mean the deputy minister?—

A. I will define that too.

By the Chairman:

Q. Just a minute. Is Mr. Putman in the commission at the present time?

—A. Yes.

Q. Or has he been loaned to any other branch?—A. No, he is there.

Q. Now I have two or three questions to ask you, Mr. Bland. First of all you said that the merit system was for good Canadians. Is it within your knowledge that some Englishmen from abroad have been appointed to civil service positions after a few months' stay in Canada?—A. The Act provides that they must have resided in Canada for at least five years before appointment.

Q. Yes, but that is not the question I asked you. I know that. I want to know if, in fact, Englishmen from abroad have been appointed to civil service jobs after a few months' stay in Canada?—A. Well, I cannot recall any case, Mr. Chairman; but I cannot say that there are not any.

Q. You cannot say that there are not cases?—A. I am trying to give as exact an answer to your question as I can.

Q. I understand that you are answering from memory?—A. Yes.

Q. And that we have no files before us. But I asked you a direct question?—A. I can recall a case, Mr. Chairman, that I think is along the line you mentioned. A man was required in connection with the work of the Trans-Canada Airways in connection with weather forecasting, and a man was needed who had special knowledge of what is called the Norwegian method of forecasting. I am giving you this from memory and it is subject to correction.

Q. Oh, yes.—A. My recollection of that particular case is that man was brought in for temporary work. He had an intimate knowledge of this particular foreign system. I do not think he had—I am sure he had not—five years' residence in Canada. There may be different cases of that kind.

Q. Which you cannot remember now?—A. I cannot remember another one, no.

By Mr. MacInnis:

Q. That is for appointments of the commission?—A. I cannot speak for appointments outside.

By the Chairman:

Q. I asked you the question, Mr. Bland, from memory.—A. I remember one more. That was some years ago, where a bacteriologist was required in con-

[Mr. C. H. Bland.]

nection with veterinary work. My recollection is that man was brought in at that time because of some special study he had made in connection with diseases of animals. I think he was Swiss.

Mr. MULOCK: Could we go back to where we were?

The CHAIRMAN: Before we do that I want to ask Mr. Bland one more question. In certain cases the commission has to rely on the departmental officials for the appointment?—A. We have to rely on their assistance, yes sir.

Q. You take for granted what the department says to you?—A. Not always, sir.

Q. No, but it may happen?—A. It may, yes.

Q. Therefore a man in the organization branch can get in touch with the departmental official to obtain a recommendation for somebody?—A. Well, I shall try to make myself clear because I think I know what you are driving at.

Q. Quite so.—A. You are asking if qualifications can be so arranged between the organization branch and some departmental officer that some particular man will be given an unfair preference.

Q. In order to bring in friends, relatives or something of that nature?—A. I may say this, again: we try to check it as much as we can.

Q. But you cannot be familiar with all underground work?—A. I do not think I can claim to be that, sir.

Q. You are at the top. You cannot be familiar with all that is going on in the subway?—A. I do not claim to be so.

By Mr. Lacroix:

Q. When you are dealing with classifications it is always the man or the official in the department that you deal with?—A. Yes.

By Mr. Green:

Q. How could that sort of thing be prevented? It is against the intention of the Act?—A. I think it is only prevented, Mr. Green, or best prevented by the most effective work you can get from the Civil Service Commission. That is what it is there for. We are trying to prevent it and I think we are preventing a great deal of it. We are not perfect, any more than anybody else is.

Q. Suppose somebody wants a particular man, and calls for a certain classification?—A. That has been tried.

Q. Have you any way of preventing the department setting such classification?—A. Yes, sir; we do not agree with the classifications; we think they are unfair.

By Mr. Fournier:

Q. If you do not agree they postpone the appointment?—A. There is no harm done by that.

Q. If the service needs the man?—A. If they only want the job for a certain man, there is not much harm done by keeping the job vacant.

Q. The job should be open to the public. Everybody should have the right to compete. Do they discuss this with the Commission? If the Commission does not agree with it, it is set back?—R. Yes, there may be cases of that kind.

By the Chairman:

Q. There is a subway between the organization branch and the various departments?—A. Well, if I could get back to Colonel Mulock's question I should like to explain how it is, because I think perhaps I can make it clear.

Q. Let us have it.—A. I should like to go into it in detail, but this is the way it is done: when we come to this question of special qualifications asked for by the department, and if it is a position already existing, the organization

branch either in the person of its chief or one of its members, gets in touch with the deputy minister of the department and the deputy minister of the department designates some member of his staff, or does it himself, to discuss this particular question.

Q. There are instances, Mr. Bland, where men were about to be appointed in the past by the deputy minister, because it was arranged between the department officials and one man in the organization branch. I could tell you more about it.

By Mr. Mulock:

Q. In other words the deputy minister has a great deal to say?—A. Well, the deputy—

Q. I am now speaking of positions where there are special qualifications.—A. Yes, the deputy minister is the departmental official with whom the Commission is directed to deal under the terms of the Act, and he obviously has a great deal to do with it.

By Mr. Fournier:

Q. He delegates the powers to any official in the department?—A. He may or may not.

Q. Who meets a member of your investigation branch, and they come to some agreement as to qualifications?—A. Yes.

Q. But generally it is the department that fixes these qualifications, because they know more about the position?—A. That is true, but let me explain this to you. I know of some cases where after consultation between this investigator and the departmental official a set of qualifications, different from the original has been recommended to the Commission, and the Commission has refused to agree to these qualifications because it felt they were not giving fair play to candidates.

Q. What took place after you refused?—A. In certain cases the department accepted our refusal and in certain cases the appointment was held, as you have indicated.

Q. Until they had you convinced?—A. They have not got to it yet.

By Mr. Tomlinson:

Q. In other words—

By Mr. Lacroix:

Q. There are covering these with the Civil Service Commission—

By Mr. Tomlinson:

Q. I was trying to ask a question. In other words the responsibility of delay is a departmental responsibility, the delay of appointment?—A. In cases such as these, certainly.

Q. They are the governing factor?—A. Certainly.

By Mr. Fournier:

Q. The moment the position is vacant they are supposed to make a requisition to fill the position?—A. If it is required to be filled they are supposed to at once report it and ask for its filling.

By the Chairman:

Q. Is there not afterward a recommendation from the deputy head on behalf of any individual that the department has requested, some information about the man?—A. Almost never, Mr. Chairman; in a very very few cases.

[Mr. C. H. Bland.]

Q. Never a letter from the deputy head?—A. Very few cases.

Q. Who notifies the Commission that the department is satisfied with the appointment of anyone?—A. We are not informed as to whether they are satisfied; we are notified if they are not satisfied.

Q. Suppose there is a position for which the Commission asks information from the department about an appointment?—A. Yes?

Q. In that event the Commission would get in touch with the department, and who in the department would get in touch with the Commission afterwards?—A. In the original instance it comes by means of a written request which is a printed document and accompanying that will be a letter from the deputy minister asking for special qualifications. The question of studying these qualifications is adopted by the Commission, and the organizing branch and either the chief of the branch or one of his officials discusses these particular qualifications either with the deputy minister or with such person of the department as the deputy designates.

Q. Therefore the chief of the branch is the big man in these appointments?—A. He will be the man with whom the discussion is most frequently made, yes.

Q. He will have the first say?—A. Not always, no.

Q. No; but any times. The Commission takes up the report with some government official who is far away about some vacant position, is not that so?

—A. Yes, sir.

Q. Therefore he is the only man who gives any judgment upon the candidate?—A. That is true.

Q. And the Commission has to rely on him?—A. That is true in many cases.

Q. You do not know if he has some jealousy against the candidate?—A. That may be true.

Q. You have to rely on him?—A. That may be true.

Mr. GLEN: May I ask a question? I have not spoken this morning.

The CHAIRMAN: You are welcome.

By Mr. Glen:

Q. Have you finished the presentation that you were asked to give last week?—A. I had not entirely finished my presentation on the examination system. I think the questions that have been asked by the members covered any points I had in mind.

Mr. GLEN: Mr. Chairman, we started in this morning to allow Mr. Bland to make a statement. After that questions were to be asked. I do not wish to interfere but what I do say is this: the questions that have been asked are questions that will come up as soon as Mr. Bland's whole statement has been put in. We will cover the same ground over and over again. I suggest we should continue as we started this morning; that Mr. Bland should be allowed to finish his statement and that the questions then be put to him. No single question should be allowed to be asked until he has finished his statement, in fairness to Mr. Bland. Mr. Bland has been asked to produce different files and he has been asked questions which are leading to the examination of files. I do not think he should be asked to speak on particular cases, unless and until he has finished his statement. I do suggest, if we are going to get ahead, that Mr. Bland should be permitted to complete his statement, and we should let him do that without any questions being asked.

The CHAIRMAN: I am in your hands, gentlemen, but this morning two-thirds of the members have been asking questions.

Mr. McNIVEN: No.

The CHAIRMAN: Mr. MacNeil did not ask any questions, Mr. McNiven and Mr. Glen did not ask any questions, and Mr. Stewart did not ask any

questions; but I had questions from Mr. Fournier, Mr. Tomlinson, Colonel Mulock, Mr. Deachman, Mr. Elliott, Mr. Green and Mr. Lacroix. If you decide to listen to Mr. Bland without asking any questions, that is up to you.

Mr. McNIVEN: No; we are abiding by the ruling of the chair.

The CHAIRMAN: It is very hard, Mr. McNiven, for the chair to rule when the members are asking questions to elucidate a point.

Mr. TOMLINSON: You give us some tables and paper and we can mark down the questions we have in mind, and we will not be obliged to ask questions until the witness finishes.

The CHAIRMAN: This morning, at times four or five members were asking questions at once. It was this that rendered Mr. Bland's task a little more difficult, because he could not answer all at the same time, and I did my best to give you all an equal chance.

Mr. GLEN: You see, Mr. Chairman, when Mr. Bland presents his statement, which after all is probably a most important statement, we will be in a better position. If we knew just what Mr. Bland was going to tell us it would be different. I think Mr. Bland should be allowed to give his evidence, which I am sure will be of use to the committee. Then afterwards I have a lot of questions to ask Mr. Bland. I have not asked a single question this morning because of the ruling that was given in the first instance this morning. I say, if we are going to do any good work, we should see that the witness is allowed to make his presentation without interruption. I certainly would suggest, Mr. Chairman, you stay closely to what was decided in the first instance, namely that Mr. Bland should make his statement and then afterward questions be asked.

The CHAIRMAN: Now, gentlemen, you have heard Mr. Glen, who has made an important representation of his viewpoint. Is it your pleasure, gentlemen, that Mr. Fournier be permitted to ask a question, and after that we shall proceed with Mr. Bland's presentation.

Mr. FOURNIER: I would not put any question now. I thought Mr. Bland was through with the exposition of the way examinations are conducted.

The CHAIRMAN: Mr. Fournier, you may ask a question.

Mr. FOURNIER: No, I would not put any question now.

The CHAIRMAN: Go on, Mr. Bland.

The WITNESS: Mr. Chairman, I hope you and the members of the committee understand you are not putting any burden on me. I am glad to be asked questions. My only object is to try to put this matter before you in whatever way will be most helpful to you. I do not mind questions at all.

The CHAIRMAN: It is not a question—

Mr. GOLDING: Not too many at once.

The CHAIRMAN: —it is merely conversations this morning with a man who is familiar with his subject and who has been there for nearly thirty years. No definite questions were asked about particular questions; it was just a general plan. Now, gentlemen, I will ask you to listen to Mr. Bland's presentation.

The WITNESS: I do not think I have anything more to add to the general statement that Mr. Fournier and Mr. Glen asked in regard to examinations, but I should like if I may, to tell you the point that I should like to place before you. I shall tell you what I want to place before you and then you can decide whether you want to hear that first and question after, or question as we get through. This covers fairly well the general statement Mr. Glen and Mr. Fournier had in mind; but there were about eight or ten points I wanted to put before you for your consideration in the form of statements. What I refer to is sources of irritation in the present system, with suggestions as to what

[Mr. C. H. Bland.]

might be done to improve the situation in each case. I have already referred to the disability preference, and that has been referred to the sub-committee. Some reference has been made to the lower grade positions, and they have been referred to the sub-committee. I referred to long-time temporaries, and a statement is now in preparation which will be ready in a day or so, which will give a lot of material you want on that case. One thing I should like to place before you prior to general questions is this, the question of the appointment of assistant postmasters in revenue post offices, where there are assistants who have been there for a long period of years and who obviously are the choice of the community when the position falls vacant. It would take, I should think, about ten minutes, and if you will allow me I should like to present it to you before 1 o'clock. I wanted to take up the question of locality preference, which I think Mr. Deachman is interested in. I wanted to make a statement on how it operates under the Act, with suggestions I think might be considered by the committee in this matter. Then I wanted to touch upon questions that cause a great deal of trouble to members, namely the replacement of persons who have been assigned temporarily to positions, local selections, but who subsequently are replaced. I wanted to speak about married employees and the highly educated employees in junior positions with reference to what age limit should be imposed for entrance to junior grades of the service. I wanted to speak about the probation period, which I think is a much more important part of the examination than is at present realized. In other words, too frequently the impression is held, "once in the service, always in the service." I do not think that is good business from the point of view of the country; that we should remedy that situation by weeding out unsatisfactory employees during the first three or six months. I had a long presentation on something I know you are all interested in, namely promotions. I wanted to tell you what I think is wrong with it; what I suggest could be done to improve it, and particularly to get your views on the subject. I wanted to make another fairly long presentation, and you will check me if I am talking too much, on the question that at the present time is causing great difficulty in the public service, namely the distinction between temporary and permanent employees. There is a great deal of difficulty being caused with reference to rates of pay, promotions, leave of absence, superannuation privileges and all other privileges, because of the fact some employees are permanent and some are temporary, and yet they may be all doing the same types of work and all doing it satisfactorily. I think that requires to be taken up.

By the Chairman:

Q. When you say that you express your own personal views, do you mean your views or the Commission's?—A. I am expressing my own personal views; I think they are the views of the Commission; I hope they are.

Q. You did not discuss it with the others?—A. We have discussed all these points at one time or another, yes. I would not want to bind my fellow Commissioners to everything I say here. I think something should be done; I think this committee should do something to help us out in connection with training and supervision and the general welfare of the service.

At the present time we bring people into the service, drop them in holes and more or less leave them there. I do not think that is good business practice in government any more than in private business. I was going to suggest to you we might do something towards establishing more strict supervision, training and welfare of employees once they are in the service. That pretty well covers the presentation I wanted to make, and if you would permit me I think I can conclude before 1 o'clock a brief one in connection with assistant postmasters in revenue offices.

The CHAIRMAN: Very good.

The WITNESS: The present system, as members of the committee are aware, in connection with revenue postmasters, is that when a revenue office becomes vacant it is filled by local competition; that is competition among the patrons of the office. Perhaps I might first with some advantage distinguish between revenue and staff post offices. In staff post offices the postmaster is paid a range of salary set by the Commission approved by the department; but it does not depend upon revenue; it is an established range. His staff are paid by the department on civil service rates, while vacancies, including the postmaster's are filled by promotion, not by competition from outside. In revenue offices the postmaster is paid from the revenue received by the office. He in turn pays his staff, not in accordance with any set service rates, but as he desires to do himself, and in the third place when a postmaster's position becomes vacant it is not filled by promotion of a member of that staff; it is filled by local competition, and the returned soldier preference naturally has effect.

Now, one unsatisfactory result of that system is the fact that, not in all cases but in many cases, there is an assistant postmaster who perhaps for years—Mr. Fournier will recollect a case—has been carrying on the duties of the office. He is regarded almost by the patrons of the office as the postmaster; yet when the position is thrown open to local competition almost invariably the position will be secured by a returned soldier and the assistant postmaster will be forced aside.

I think you will agree with me that does not conduce to efficient service in the local post office nor to satisfaction among the residents of the community.

By Mr. O'Neill:

Q. How did the assistant get his position in the first place?—A. He was appointed. I want to say this at the beginning. I would not propose that it should be made a general rule that only the assistant postmaster should become the postmaster if the community does not want that postmaster. But I am referring to cases where the assistant has been thrown aside after a period of ten, fifteen or twenty years. Naturally, he is well qualified for the position, and he is looked upon as the choice of the people. In such cases it seems to me it would be desirable for the committee to consider the wisdom of providing by law, if necessary, for the promotion of the assistant postmaster, with these safeguards on such postmasterships. That is the case in brief, I think, Mr. Chairman.

By Mr. Tomlinson:

Q. What about the returned soldiers' preference—

The CHAIRMAN: You did not keep the pledge yourself.

Hon. Mr. STEWART: He said he was through.

By the Chairman:

Q. Are you through?—A. Yes, sir.

Q. That was the whole statement?—A. I am through with my whole statement on that.

By Hon. Mr. Stewart:

Q. May I ask the Chairman of the Commission one question? You say that when a vacancy occurs in a revenue office the appointment is made by competition, not examination? Competition of the member or the defeated candidate, who has the recommendation; is not that true?—A. Let us get that clear.

[Mr. C. H. Bland.]

Q. That is what I want to get clear.—A. Positions under \$3,000 are not filled by the Commission. I am not referring to revenue post offices where the revenue is only \$3,000. Thank you for clarifying the situation.

By Mr. Fournier:

Q. An office under \$3,000 does not come under the Civil Service Commission?

By Mr. Mulock:

Q. When was that change made?—A. 1932.

By Mr. Green:

Q. I must have this wrong. What is the difference between a revenue and a non-revenue office?—A. A revenue office, Mr. Green, is one in which the postmaster derives his salary from the revenue secured by the office, and pays his own assistants out of that revenue.

Q. Under \$3,000 a year?—A. There may be some over.

Q. Most of them are under?—A. Most of them will be under \$3,000, but a good many above that.

Q. This presentation of yours deals with revenue post offices?—A. Revenue post offices where the revenue is over \$3,000.

By Mr. Lacroix:

Q. Are there any assistants there?—A. There is always an assistant there. There have been a good many cases in the last two years where we have held competitions and appointed returned soldiers in accordance with the law, and I am quite confident that the local feeling has not been satisfied, and that it has not been as good an appointment as if we had appointed the assistant postmaster.

By Mr. Mulock:

Q. Don't you find there is a great number in these larger centres where a girl has been taken in as more or less of an assistant postmaster for many years?—A. Yes, that is true. That is one reason why I think the process, if approved, would have to be safeguarded.

By Mr. Deachman:

Q. What is the age requirement of postmasters in these revenue post offices?—A. You tell me, Mr. Deachman.

By the Chairman:

Q. There is an objection to that. According to the law the post office with a revenue of more than \$3,000 is under the Commission?—A. Yes.

Q. And the postmaster pays the assistant out of his own pocket?—A. Yes, sir.

Q. Therefore if the Commission interfered in the appointment of the assistant it would mean less revenue for the postmaster?—A. I am not suggesting, Mr. Chairman, the Commission should intervene in the selection of the assistant. I am suggesting after an assistant has been in office for up to twenty years and has given satisfactory service and is the unanimous choice of the community for the postmastership, that it is good business that the assistant should be made postmaster instead of having a new one come in who has had no experience in the post office.

By Mr. Glen:

Q. I should like to refer to an incident that took place in the town of Minnedosa, which is the largest town in my constituency. The post office was vacant for about 16 months, and a replacement was made. A returned soldier was

appointed, and in that office was a young girl, Miss MacDonald, an extremely competent girl who for two years was carrying on the position of postmaster. Now, she had been in the office for some considerable time. The post office official in Winnipeg rated her No. 1, but she did not get the appointment. What suggestion would you make in that regard?—A. How long had she been assistant?

Q. I cannot tell you that definitely. I know for a number of years.—A. The young lady in question would be the choice of the community to take charge of the post office—

Q. She was.—A. Had she demonstrated her fitness, I think it is good business to see that she should be the postmaster.

By Mr. Fournier:

Q. She cannot be now.—A. She cannot be under this procedure; but I am suggesting it should be amended.

By Mr. Mulock:

Q. What do you mean by "choice of the community"?

By Mr. Glen:

Q. In this case the choice of the community was this: there was a petition sent by myself to the patrons of the post office to have her appointed, and she was not appointed, of course. You say, ten, fifteen, twenty years. In the case of a woman that does not usually happen; it may happen in the case of a man. What suggestion would you offer as to the length of time that an assistant should be acting as assistant before appointment?—A. I am inclined to think it would be too short a period if you would say anything under ten years.

Q. That would mean, of course, Mr. Bland, that the returned soldiers preference in the Act would be revoked in this particular instance?—A. Revoked in this particular instance. I might say in relation to that that in a good many cases we have petitions from the local branch of the Canadian Legion or the Army and Navy Veterans that the assistant postmaster be given the office; but despite that fact there nearly always are one or two returned soldiers who will apply, despite the fact that their command has recommended against them in the letter. We are powerless. We have to appoint them if they are qualified.

By Hon. Mr. Stewart:

Q. May I ask the Chairman of the Commission if he can draw a line between revenue and staff offices? It seems a little hazy.—A. I cannot give you any line, Mr. Stewart, as to when a revenue office ends and a staff office ends. There is no line in the position but I can draw a line as to the conditions in the two offices. In the revenue office the postmaster derives his salary entirely from revenue. There is no fixed figure for him. He takes a percentage of the revenue.

Q. The difference between a revenue and staff office is that?—A. Yes, sir.

Q. Is there any distinct line where the revenue office ends and becomes a staff office?—A. Generally speaking, Mr. Stewart, I think the Post Office Department makes a revenue office a staff office, not always but generally, when a letter carrier delivery is established.

By Mr. O'Neill:

Q. A letter carrier delivery is established when a city reaches a population of 10,000?—A. Yes, sir.

Q. When the revenue exceeds \$35,000?—A. Yes, sir, that is right.

[Mr. C. H. Bland.]

By Mr. Fournier:

Q. What is that again? I thought it was revenue.—A. The change is not ordinarily made until the city has reached a population of 10,000 and the revenue reached \$35,000.

By Mr. Glen:

Q. Then it becomes a staff office?—A. Generally it does not become a staff office until that has been reached. I would not like to say it is always done when that is reached.

By Mr. O'Neill:

Q. Getting back to this question of appointments, I want to get this quite right. Your suggestion is that an assistant postmaster that has been in there for twenty years—I think that is a very extreme case, I do not think you will find very many like that; but in the first instance these people were appointed to that position by the postmaster?—A. Yes.

Q. It was the postmaster that appointed them in some instances; he will appoint a relative very often, or his son?—A. Very often.

Q. Why should we establish the principle that would perpetuate that man or family in that job? Why should not somebody else be given a chance to qualify for the position? I do think we should be careful in what we are doing in that connection. You have many people walking the streets to-day who are well qualified.—A. I think there is some argument in what you are saying. That is why I introduced the phrase “the choice of the community”. If the community does not want it to continue in the family I certainly would not suggest it should be.

By Mr. Green:

Q. What do you mean by “choice of the community”? You must know that there are people who will sign any petition that is presented before them. In many cases you will have petitions signed by the same people for half a dozen applicants. Surely the Commission has got to have the responsibility and not pass it on to the “choice of the community.” —A. I do not mean petitions. I mean this, Mr. Green: Our practice in connection with these revenue post offices over \$3,000 is to have an inspector or two inspectors go to the centre. They do not go by a petition; they go by personal talks to the patrons of the office.

Q. They cannot talk to more than 1,000 of the people.—A. They can talk to pretty representative people. I suggest that is the only way you can get the choice of the community.

The CHAIRMAN: As far as I can see, Mr. Bland, when you are asked by the committee to make representations on further studies you should prepare your representations in such a way that they can be delivered in half an hour, which would leave an hour and a half for questions.

The WITNESS: All right, sir.

The CHAIRMAN: It was my impression you were to do that the last time.

The WITNESS: May I go ahead with promotions next time?

Mr. GLEN: Yes.

The CHAIRMAN: Before you go, gentlemen, I have one question to ask you. Are you satisfied with the report of the last sitting?

Mr. FOURNIER: Yes.

The CHAIRMAN: Thank you.

Mr. TOMLINSON: I am not satisfied that we are through questioning on this particular phase.

The WITNESS: No, you are right.

The CHAIRMAN: We will take that up first and go on with promotions. Before you go I should like to ask when we are to meet again.

Mr. TOMLINSON: To-morrow.

Mr. GLEN: Tuesday.

The CHAIRMAN: If we want to do anything with the work that is before us we must get going, and have at least four sittings per week. When shall we sit again?

Mr. GLEN: To-morrow.

The CHAIRMAN: To-morrow or Tuesday?

Mr. MULOCK: To-morrow and Tuesday.

Mr. BROOKS: We have a caucus to-morrow.

The CHAIRMAN: Then, if you have a caucus to-morrow we shall not sit. The committee stands adjourned until Tuesday, March 29.

The committee adjourned at 1 o'clock to meet again on Tuesday, March 29, at 11 a.m.

ov. Doc
CAI XC2
- 38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 6

TUESDAY, MARCH 29, 1938

WITNESSES

Mr. C. H. Bland, Chairman, Civil Service Commission.

Mr. William Foran, Secretary, Civil Service Commission.

MINUTES OF PROCEEDINGS

TUESDAY, March 29, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Betts, Boulanger, Brooks, Cleaver, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Poole, Pouliot, Spence, Stewart and Tomlinson.—21.

The following corrections in the evidence were approved:—

By Mr. Fournier,—

On page 120, line 32, substitute the word "Transport" for the word "Treasury."

By the Chairman,—

On page 104, line 33, after the word "Branch" substitute the words "there may be appointments," for the words "they make eligible lists."

The report of the Sub-committee was read and approved, and is as follows:—

"On motion of Mr. Mulock on March 24th the following suggestions were referred to your Sub-committee for consideration in consultation with officials of the Civil Service Commission:—

That the positions of caretakers, cleaners, elevator operators and light-house keepers be reserved for disabled returned soldiers;

That methods be considered to re-establish disabled returned soldiers in the civil service; and

That some discretion should be allowed in regard to disabled returned soldiers' preference.

After considering the above reference your Sub-committee have agreed to recommend that the question of caretakers and minor positions be dealt with first by your Sub-committee after complete evidence has been heard by the whole committee.

All of which is respectfully submitted.

J. F. POULIOT,
Chairman."

Mr. C. H. Bland, Chairman, Civil Service Commission, was recalled and examined.

Mr. Fournier moved,—

That a list should be prepared showing every deputy minister, assistant deputy minister and all other officials ranking with deputy ministers and assistant deputy ministers showing all their brothers, sisters, brothers-

in-law, sisters-in-law, uncles, aunts, sons and daughters, nieces and nephews who are employed in the different departments of the commission.

It was agreed to refer this motion to the Sub-committee to be redrafted.

Witness retired.

Mr. Wm. Foran, Secretary, Civil Service Commission, was recalled, examined and retired.

The Committee adjourned until Wednesday, March 30, at 4.00 o'clock, p.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 29, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Good morning, gentlemen. Mr. Bland will you come forward?

C. H. BLAND, Chairman of the Civil Service Commission, recalled:

Mr. BOULANGER: Before we go on with the business of the day may I be permitted in the name of all of the members of the committee and in my own name to offer our most sincere congratulations on your birthday, which happened to be yesterday; and also our most sincere wishes for many happy returns of the day.

Some hon. MEMBERS: Hear, hear.

The CHAIRMAN: Mr. Boulanger, I thank you very warmly. You are an old friend of mine and in my first election came and helped me; and, in fact, we are the only present members of the House of Commons—you are the only one remaining who gave me such kind and valuable help at that time. I appreciate very sincerely what you have said to me, and I thank you all. I am growing older. You are all most generous to me here; but may I tell you that my birthday is every morning, and each sitting of the committee, because you are doing so well. That prevents me from getting older, and my association with you is highly appreciated. If at times I have to do things that I do reluctantly it is in order that we may proceed as fast as possible; and I have told the Prime Minister and many others that I was highly satisfied with every member of this committee, and I am sure that the work will go on smoothly with your continued co-operation. Thank you again, gentlemen.

Before we proceed, I have something to say with regard to the last report, and other issues. We admit to our sittings members of the press gallery, and I am quite sure that the reporter present with us was not responsible for the headlines which appeared in the publication of the Citizen of March 24. The headline is entitled:—

Openly oppose merit system for first time. Special committee of commons hears views of some members on this angle of service. W. Lacroix asked list without merit rating. Would have had deputy ministers able to make appointments from such list.

Then he goes on to say:—

First open opposition to the merit system featured the liveliest session so far of the special committee of the House of Commons on civil service matters—

and so on.

Gentlemen, there is a definition of the merit system in Mr. Bland's evidence, and I am sure that everybody will agree with it:—

The merit system with relation to the public service of Canada is the selection of the best qualified available employees and the promotion of the best qualified available employees, together with such working condition and rates of pay as conduce to efficiency and satisfactory morale within the service.

There is not a member of the committee who does not agree with that. Mr. Lacroix did ask some questions, just as every member has asked questions; but a question is not an affirmation. I say that the *Citizen* should publish these remarks in the same place as the last report was published, in order to be fair to us all. We have nothing against the merit system, none of us; and it is most unfair to give the people in the country at large the impression that we have such motives. Do you agree with that, gentlemen?

Some Hon. MEMBERS: Quite.

Mr. HARTIGAN: Mr. Bland as a witness on the stand admitted he was working under a dual system.

The CHAIRMAN: Yes, but that came up at the last sitting of this committee, and I think every member is opposed to that suggestion—

Mr. HARTIGAN: I am taking no objection to the merit system but what I want to say is this: That the civil service workers themselves as well as our members thought that the merit system was the only one in force in the civil service.

The CHAIRMAN: Yes?

Mr. HARTIGAN: But, on the other hand, I understand that Mr. Bland the other morning admitted he was working under what they call a so-called dual system. I am not saying that it should be that, but the natural deduction from his remarks would be that the civil service employees themselves thought they were working under a merit system.

The CHAIRMAN: Yes, but that is not the matter we are discussing this morning. What I am saying is that as a fact during the last sitting no member of the committee attacked or openly opposed the merit system. That is a fact. Therefore, when the *Citizen* wrote as a headline that some members of the committee were openly opposing the merit system it was untrue and scandalous. That is my point.

(As the chairman did not desire to bring any correction to the original text of the report, he has reminded the committee clerk that he did not use the word "scandalous" but the word "slanderous.")

J. P. D.)

Mr. HARTIGAN: A retraction should be asked.

The CHAIRMAN: That is what I mean.

Mr. FOURNIER: The only remark to be made is that we have a merit system but it is not always applied.

The CHAIRMAN: I agree with you: but, Mr. Fournier, you will admit that no member of this committee openly opposed the merit system.

Mr. FOURNIER: No.

The CHAIRMAN: Correction should be made in due course, and with remarks on the editorial page. This is my first warning.

Now, gentleman, we will proceed if it is your pleasure, with Mr. Bland. We will ask the clerk to read the minutes of the last meeting of the subcommittee.

Mr. FOURNIER: Before proceeding: I wish to have corrected on page 120 in the last report at line 32 the word "treasury" and to have substituted for it the word "transport." I put the question: "Actually I have one case in mind, that of an investigator in the "Treasury Department," that should have read, in the "Transport Department." I would ask that that correction be made.

The CHAIRMAN: Yes. Are there any other corrections, gentlemen? Mr. Bland, have you any corrections?

The WITNESS: There are two or three minor corrections, such as the spelling of names, but I do not think that they are of sufficient importance to put them in the minutes.

[Mr. C. H. Bland.]

The CHAIRMAN: I have one correction to make, at page 104: I am quoted as saying "The first thing is the organization branch; the second thing is the examination branch; when there are no eligibles in the assignment branch, they make eligible lists. Third is the assignment branch, which may be called also the examination branch; and finally there is records and leave—personal services." In the middle of the sentence I said, "When there are no eligibles in the assignment branch, they make eligible lists." That should read, "there may be appointments." And the third sentence should read thus: "The third is the assignment branch which may be called also the examination branch"—"when there are no eligibles in the assignment branch they make appointments," that is the first sentence. The third is, "It is the assignment branch which makes the appointments from the eligible list, and the assignment branch is similar to the examination branch."

Gentlemen, this is the most important committee that is sitting now amongst parliamentary committees. I find it takes a long time to get the French translations of our report. Yesterday evening we had No. 3, of March 17. Mr. Doyle, will you please notify the superintendent of translation that the translations of our report should be received at the earliest possible opportunity, and if there is any delay we will call on him and ask him for some explanation as to the delay.

Gentlemen, there is another thing that was to be considered, according to the request of the members; it is that every member should have an opportunity to finish his series of questions before another member starts to ask questions. On account of the size of this committee it is unfortunately impracticable to have tables to accommodate the members. To provide tables would require 12, and we would not have room for that in this room. Several of the members have indicated to me that they thought it would be desirable if a member asking questions would rise, and that he be permitted to complete his series of questions without interruption. Do you agree with that?

Some Hon. MEMBERS: Agreed.

The CHAIRMAN: That is for your own convenience. And there is another thing; which is, that on going through the files I see that some radiograms were sent by the Civil Service Commission through the Signal Branch of the Department of National Defence. I inquired about it and the answer from the department is as follows:—

During the fiscal year 1936-37 there were 640 messages sent at a cost of \$585; during the fiscal year 1937-38 there were 450 messages sent at a cost of \$408.65—a total for the two years of 1,090 messages at a cost of \$993.65.

As there are some 8,000 appointments handled each year I find the account not unreasonable. Mr. Doyle, will you please read the minutes of the meeting of the subcommittee.

(The Clerk read the minutes).

The CHAIRMAN: Do you agree with them?

The WITNESS: Might I be permitted to make one amendment to that, Mr. Chairman?

The CHAIRMAN: Yes.

Mr. MULOCK: As I understand it then what it really comes down to is this, the sub-committee say we won't deal with it, we will send it back to the general committee; is not that the effect of that?

The CHAIRMAN: There is a very good reason for that.

Mr. MULOCK: Is not that what it means?

The CHAIRMAN: There is a very good reason for that, because Mr. Bland said that he had not received the answers to the questions that he had put to the departments in the first place; and in the second place there are certain references

to the matter of soldiers' preference and in the sub-committee Mr. Green suggested that we should hear a little more evidence before taking it up, and as the sub-committee did not want to be blamed for doing nothing we referred the whole thing to this committee.

Mr. MULOCK: Might I ask another question in regard to that matter?

The CHAIRMAN: Yes, sir.

Mr. MULOCK: Do you object to obtaining any advice or suggestions from the Civil Service Commission in regard to that reference?

The CHAIRMAN: Oh, no; because written observations would be made to the committee.

Mr. MULOCK: Quite.

The CHAIRMAN: I do not accept any observation from anyone. All observations or suggestions are made to the committee.

Mr. HARTIGAN: There is one statement in that report which should have a qualifying statement added. It says that this preference should be reserved for the returned soldier. While I am in favour of that as a whole it seems to me that you should have a little leeway there. Suppose your returned soldier—there are lighthouses that require a real alert, able man—if a returned soldier in the district was not in a physical condition to perform the duties which at times are onerous, and everything else is important, especially with an out-lying lighthouse position on the Atlantic seacoast, your hands are tied, you can't appoint anybody else but a returned soldier. In that case what I say is that the returned soldier should be appointed there if it is at all possible and if he is capable of doing the work; but if that is not so your hands are tied.

The CHAIRMAN: Yes.

Mr. HARTIGAN: Well, what would you do, go across Canada to get a returned soldier or take a man from the locality? That has to be considered in each case. That is fairly definite, and it is right as far as it goes, but it does not go far enough, because it makes it mandatory that you must appoint a returned soldier.

Mr. MULOCK: Is not that one of the reasons why it was referred to the sub-committee in the first place, for them to consider, and also the wording of it.

The CHAIRMAN: The question has not been decided upon by the sub-committee.

Mr. HARTIGAN: Oh, no, I know that.

The CHAIRMAN: It has to be decided on its merits by the sub-committee. It is standing for the time being.

The WITNESS: Might I just put in one word with regard to the minutes?

The CHAIRMAN: Yes.

The WITNESS: I would ask that the minutes be amended to read in accordance with the suggestion I made regarding the reference of this question to the sub-committee. I ask that it be amended to read, "disabled returned soldiers" rather than "returned soldier at large." I notice in the report of the sub-committee some reference is made to the returned soldier question at large. My suggestion was entirely limited to the case of the disabled returned soldier. I was not referring to the question of returned soldier preference.

The CHAIRMAN: Yes. I have received communications from the Legion and others, from the Amputations Association—they wanted to be heard this morning. They told me they were taking the train to come here this morning and they wanted to be heard, and I believe the reason for that was because we heard people from a distance some little time ago. I told them that we wanted advice, and I have sent the report of 1932 to the secretary of the Legion asking him to

[Mr. C. H. Bland.]

note what would be new in his suggestions, or in the suggestions to be submitted by the Legion; and then to strike out with a coloured pencil what was obsolete in that evidence. My reason for doing that was in order that we might have a new picture which would be submitted to the members of this committee in due course. That brings up another matter; that there are no more copies of the report of 1932 available. Therefore, in due course, the committee might consider the importance of having a redraft of the evidence of the representatives of the Legion printed for the perusal of the members of the committee and for the members of the House of Commons. I told them it was useless to come down, because we had to deal with the civil service. On the other hand, to answer Dr. Hartigan, the question of military preference has not been discussed in full and on its merits and the matter is held in abeyance until we have finished receiving the explanations by Mr. Bland on the operation of the Civil Service Act.

Q. Now, Mr. Bland, when do you expect to be able to give to members of the committee the redrafted chart of the Civil Service Commission?—A. Immediately after seeing you yesterday I took steps to insert on the chart the information you desired and it is now being redrafted, and it will be at once photostatted, and I should think it should be ready in two or three days.

Q. Thank you. Now, I said something to you the other day about Mr. Gilchrist. I understand he is now on the investigation staff of your organization branch. I went through the file with Mr. Bland, because I desired to ascertain for my own information a few of the facts—I went into it with you, did I not, Mr. Bland?—A. Yes, sir.

Q. And I noticed that Mr. Gilchrist was unsuccessful in the examination he tried in 1919. Nevertheless, he was appointed. Now I hear from various sources that he is one of the officers in the personnel of the Civil Service Commission and that he is doing very well. If he had not been appointed in the first place after having failed in his examination—he had 57·1 per cent—you would have been deprived of the services of a very valuable man in the commission?—A. May I point out, Mr. Chairman, that Mr. Gilchrist was not appointed until he had passed the examination. He tried two examinations. He was appointed temporarily after the first examination but he was not permanently appointed until passing successfully in 1920.

Q. He was employed as a temporary?—A. Yes, sir.

Q. Therefore, after he failed in his examination he worked in the commission, and therefore the commission saw that he was a good man?—A. Yes, sir.

Q. And he is one of your good men there now, isn't he?—A. He certainly is.

The CHAIRMAN: One may be unsuccessful in the first place in an examination and be successful on a later occasion.

By Mr. Boulanger:

Q. Before Mr. Bland proceeds with his statement might I ask one or two questions for information? It is about the eligible list. When a competition is held, or after a competition is held, the commission makes an eligible list in which the persons who take the examination are classified according to the result of the examination?—A. That is right, Mr. Boulanger.

Q. And they send that list to the department concerned?—A. No, sir. In only a few cases does the list go to the department. As is said at the last meeting the list goes to departments such as the Post Office Department, particularly in the case of city post offices.

Q. Let us take the Post Office Department; you send a list to the Postmaster General, or rather the Deputy Postmaster General?—A. That is correct.

Q. And when they fill a position do they have to take these names from that list in the order in which they are placed on the list by your commission?—A. They do.

Q. That is the law?—A. That is the law.

Q. The reason I ask that is because just before I left my apartment this morning a lady of Ottawa called me up and she wanted me to see the Postmaster General or some other high official of the department in order to have her daughter placed higher up on the eligible list. I told her it could not be done because the Postmaster General or officials of the department had no say in the matter?—A. You are right, sir. They are obliged to take the list as it is prepared by the Civil Service Commission, and they are required to take names from that list in the order in which you have placed them there. That is the law, Mr. Boulanger.

By Mr. Fournier:

Q. Is it to your knowledge that they do follow that practice?—A. There are certain instances in which they report to us that they desire to take persons out of order, but our reply to them is that the law requires that they must be taken in order. But, as I said the other day—I think it was to Mr. Lacroix, that I said this—in certain cases special qualifications are required and the first person on the list having those qualifications may have been appointed. That is the exception rather than the rule. The rule is appointment in order of merit.

Q. In order of merit as established by the list you issue?—A. Yes.

Q. Before proceeding with your statement I would like to ask a few questions dealing with Section 21 of the Act. Do you think it would be a good suggestion that we refer to the sub-committee a study of a section of Section 21, especially the four last lines which read as follows:—

If necessary to prevent any serious interference with the public business, but not otherwise, may fill the position at once by making a temporary appointment as prescribed herein.

A. My answer to that, Mr. Fournier, is that this was one source of the difficulty to which I was going to refer; and I would agree with your suggestion that after I have made my submissions it might very well be submitted to the sub-committee for consideration.

Q. Would you be kind enough to prepare a statement on these four last lines and indicate to the members of the committee from your knowledge the extent of the application of this principle?—A. Yes, I shall be glad to do that.

Q. I understand that officials in departments make requests for appointments?—A. The deputy minister makes the request.

Q. But it generally comes from the official of the branch?—A. Yes, to him.

Q. And often all the standard qualifications are not fulfilled—the requirements of the position?—A. I would not say often. It may happen occasionally, but in the great majority of cases such as customs appraisers, clerks, stenographers and so on; standard qualifications apply. In certain cases of technical positions special qualifications may be requested by the department.

Q. Would it be possible to have, say for the last two years, the number of temporary appointments of this kind which have been made in each department?—A. It would be pretty hard to get that, Mr. Fournier. I might give you some estimate as to how large a proportion this type of position comprised, but I do not think I could give you the number without a great deal of work.

Q. Is it to your knowledge that sometimes these officials require certain qualifications that do not seem usual to the position which is to be filled?—A. Yes, we are sometimes asked to approve of special qualifications that we do not think justified.

Q. Did it come to your knowledge that in one department they required a chemist—this was in the Narcotic branch—I think that is the National Revenue Department?—A. That would be the Department of National Health.

[Mr. C. H. Bland.]

Q. The Department of National Health then; that would agree with my information—and the officials specified that this chemist should have two years experience as a detective?—A. I do not recall it. I shall be glad to get the file for you.

Q. I would like the name of the latter—and do you happen to know Mr. Sharman in the Narcotics branch?—A. Yes, I do.

Q. Would you get the file concerning this certain chemist?—A. It is a temporary appointment right now.

The CHAIRMAN: He was in the R.C.M.P.

Mr. FOURNIER: Will you get this file on this examination?

Mr. HARTIGAN: Colonel Sharman is in the R.C.M.P.

The CHAIRMAN: There might be several Sharmans.

The WITNESS: He was originally, but he is now head of the Narcotics division of the Department of Health. Dr. Hartigan is right, he was originally Colonel Sharman of the R.C.M.P.

By Mr. Fournier:

I want to see the file concerning this temporary appointment of a chemist, because I understand candidates who were qualified as chemists were left aside because they had no detective experience?—A. I do not think that is probable, but I would be glad to get you the file, Mr. Fournier.

Q. I can give you the man's name. Does the same principle apply here?—A. Could you give me the name of that particular case so I could identify it?

Q. I had the name here. I have so many names here that it is hard to find.—A. I will show you a list of the employees. Perhaps you could indicate the name on that.

Q. There was a man by the name of Marcil Latourneau?—A. I will get his file.

Q. These officials added these special qualifications and sent it on to the deputy minister and he then sent it on to the commission?—A. Yes.

Q. And the decision with respect to temporary employment is made jointly by your commission and the deputy minister?—A. Yes, if there are no eligibles available.

Q. And, as you have no eligibles with these special qualifications the commission takes the party named by the official of the branch?—A. That might happen, yes.

Q. Well, it is a general rule; that is what happens usually?—A. No, I would not say it happens usually. In a great many cases we have persons available. It is where we have no person available that such a thing happens.

Q. Did it come to your knowledge that this special man was another employee in the same department, or that he was in the service at the time the appointment was made?—A. If you would give me the case I could give you the facts much better. I hesitate to say yes or no to what you are asking without seeing the record, because I do not recall it at all.

Q. All right. I will give you another instance: A man from Hawkesbury was called upon three or four times to pass an examination as a "photo"—I can hardly say that in English—micro-entomologist. Microscopie-photographie, est ce que vous comprend?—A. Oui, je comprends.

Q. He came from Hawkesbury three or four times to pass an examination because one of the men was wanted for that position. Each time it was claimed that he did not have sufficient experience. They made the examination harder each time but finally they appointed the young man from Hawkesbury because he came first. You remember that case?—A. I will try to find it. I do not recognize it.

Q. He applied at least three or four times to take the examination. The qualifications were changed every time, but he came at the head of the list?—A. I hesitate to accept that statement. I will look it up. I will be glad to look it up.

Q. And the same section 21 applied to promotions. Would it be possible that in a department when a technical man does certain things—prepares maps or drawings, or let us say writes an essay of some sort—would it be possible that it could be arranged that he should sign these works and not the head of the branch?—A. That is a matter which would come within the purview of the department. Departmental practice might require that the head of the branch sign. We require the deputy minister's signature.

Q. That would apply—no, it is not the deputy minister who signs generally, it is the head of the branch when he makes the promotions?—A. Yes.

Q. But my point is that when special technical work is done in the department it should really bear the signature of the man who does it?—A. Yes.

Q. But these documents are signed by the head of the branch, and the deputy minister or the commission never hear about this man?—A. That may be true, yes.

Q. Now, I have here one case where a civil engineer worked five years for the civil service and could not get a promotion and after he left the commission—he was paid \$1,800 a year, I could name the man—after he left the service he enjoyed a salary of \$24,000 a year and became twice president of the Civil Engineers of Canada?—A. Did you say he was an employee of the Civil Service Commission?

Q. Yes, that is some years ago. He did special technical work but he could never put his name on his drawings or plans or things of that kind; why should he not be able to get that permission?

The CHAIRMAN: Did you say he was employed in the Civil Service Commission or in the civil service?

Mr. FOURNIER: Right in the civil service.

The WITNESS: Not in the Civil Service Commission?

Mr. FOURNIER: He was not in the commission.

The WITNESS: I thought you said "commission."

Mr. FOURNIER: He was in the civil service.

The WITNESS: Oh.

By Mr. Fournier:

Q. I was told he did not get a promotion because the work he did was not recognized as his own but had the name of an official of the branch?—A. I take it that the situation to which you are referring is that a junior official in a branch may do excellent work but that the head of the branch or an official higher up may get credit for that work?

Q. That is exactly it?—A. That is the situation to which you are referring.

Q. Is there anything in your regulations which would prevent a man from signing his own work?—A. None of the commission's, that would be a departmental matter, not a Civil Service Commission matter.

Q. Has not the commission authority to regulate in that regard?—A. That is so; that could be taken up and possibly the suggestion you made might be put into effect.

Q. I know the case of a man who has been in the service for 28 years. For the last 20 years he has been receiving a salary at the rate of \$2,100 a year, and he has never had any promotion. If the sub-committee like I would be glad to furnish the name?—A. If I might make a suggestion it would be helpful if matters of that kind could be referred directly to me so I can get the file on

[Mr. C. H. Bland.]

the case and have it available for the sub-committee. I think it is much better to deal with cases of this kind on their merits rather than on general principles. If you will give me the names I will be very glad to get the files for you.

The CHAIRMAN: Mr. Tomlinson.

Mr. TOMLINSON: I notice by the sub-committee's report that the matter of caretakers and so-forth was referred back to this committee in order to hear a report that Mr. Bland is having prepared with regard to caretakers and so-forth, and that the matter was not to be dealt with by the sub-committee until after the evidence was placed on the record here.

The CHAIRMAN: Oh yes, that is it.

Mr. TOMLINSON: I was wondering if Mr. Bland had that report ready this morning?

The CHAIRMAN: Answering your question, Mr. Tomlinson, Mr. Bland prepared a representation on promotions for this morning; and we will have the interviews of the Legion on the matter also before us in order adequately to deal with it. That was the suggestion made by Mr. Green in the sub-committee; was it not Mr. Green?

Mr. GREEN: I think you have not quite got the idea. My suggestion was that both these points should be referred back to this full committee in order that representations by other people might be heard. For instance, in the case of the soldier representations we should hear from the soldiers' organizations; and in the case of these caretakers we should have representations by the association of civil servants and by any other group who wanted to make these representations; so that we would have the whole story before the sub-committee before they are asked to make any recommendations. I do not think there is any use at all in referring things to the sub-committee when we have heard only one witness and have not heard the whole story. That places the members of the sub-committee so that they cannot really arrive at any real decision.

The CHAIRMAN: What do you think, Mr. Green, of instructing the Clerk to get in touch with the various military organizations to get their views on that and then consider that in the sub-committee?

Mr. GREEN: I think it would be preferable for us to follow out the suggestion that was made in the sub-committee the other day, that Mr. Bland should finish his presentation on all points, and after that let the sub-committee decide what arrangement should be made about calling for other representations.

The CHAIRMAN: Is that satisfactory to you, gentlemen?

Mr. GLEN: I agree with Mr. Green. I would like to see the committee in this shape: Representations will probably be made from a good many organizations, and I presume that the Clerk may have had some communications from them. I would think that from the point of view of the sub-committee, and of the steering committee, it would go well if we could get orderly procedure so that these people would know when they would be called to come in. I think Mr. Green's suggestion is a very proper one; that the Clerk should get the names of these organizations which wish to appear and the time at which they wish to be heard. After we have had these representations the sub-committee may be in a position to submit them for the consideration of the whole committee. But I agree with Mr. Green that necessarily we should hear the witnesses before the committee itself before taking the matter up further in the sub-committee.

The CHAIRMAN: Just a word before that question is asked. You must realize that a study of the operation of the Civil Service Act is a very vast matter, and besides the returned men it will be absolutely impossible to listen to representations from any other organization, group or body this session. That

must be dealt with and I hope that the members will carry away that message. This is the first time in thirty years that the Civil Service Act has been studied with regard to efficiency, by the government, members of the House of Commons and the public. In previous years the committees have listened to the grievances of groups or individuals. It seems to me that the Civil Service Committee should meet each year, one year to study the operation of the Act, and another year to listen to the complaints of civil servants. It is my opinion that unless we can sit twice a day and four hours a day until the end of the session and during the Easter recess it will be absolutely impossible for us to listen to any complaints of groups or individuals except, probably, the returned men. I submit that to you. I am always ready to come to this committee, but it is not always convenient for you to do so. We should decide right now if we are to sit to-morrow afternoon at 4 o'clock, because there is a Liberal caucus to-morrow morning.

Mr. GLEN: Mr. Chairman, before that decision is made, perhaps it would be well if we were to know exactly what we have to face and whether what you actually fear will actually happen, namely, that we would have to sit four hours a day every day until the end of the session. My opinion follows along the lines of the remarks of Mr. Green, that if we could get a picture of what evidence is likely to be submitted to this committee we could then come to decisions after that, as to who shall be heard, through the sub-committee. We could then get to know just who are to be heard before us and then we could act accordingly and take more time if necessary in order to hear them all. If the broad lines now indicated in the civil service of Canada are to be carried out, we must not shut the door to anyone who has a representation to make which will affect the principle of the Act; and for that reason I would hesitate to vote for the exclusion of anybody now without knowing exactly what they intended to submit to this committee.

The CHAIRMAN: No, but they must come in turn.

Mr. GLEN: Quite so.

The CHAIRMAN: Now, we have done very good work. I have been told by several of my colleagues in the House and several members of the cabinet—members of all sides—that the questions asked were most pertinent and to the point, and that we were getting more from Mr. Bland's answers to members' questions than from Mr. Bland's presentation. Of course, his presentation was interesting but the questions of the members were very good. I went through the last report and I saw that the questions asked by the members were very pertinent and to the point. Mr. MacInnis asked a question regarding the purpose of the eligibility list. Such questions are very good. That applies to the questions of all members. However, as we have been instructed by the House to study the operation of the Civil Service Act, the only thing that we have to do is to abide by that reference. Moreover, if there are cases of complaints it is very easy for the person who is complaining to write a one-page letter to any member of the committee exposing his grievance, and the matter could be taken up in the meantime. May I bring to your attention the fact that we have only made one exception, in the case of the mail clerks, and we spent nearly a day hearing them; Imagine what would happen if we opened up the door. We must first comply with the reference from the House. If we sit here it is to study the operation of the Act.

Mr. CLEAVER: Mr. Chairman, before getting into other types of discussion I have a few questions I wish to ask the witness in regard to promotions.

By Mr. Cleaver:

Q. Mr. Bland, I take it from your evidence that where a promotion is to be made with respect to a position requiring special qualification that you
[Mr. C. H. Bland.]

receive the request from the department in question outlining the special qualifications which the department asks should be incorporated into the calling for that position?—A. That is true.

Q. And I also take it to be the fact that if the qualifications as outlined by the department interested appear to be reasonable the commission raises no question in regard to that?—A. That is also true.

Q. And if there were things which appeared to be irrelevant and to have no reasonable bearing on the position, I presume you would make enquiries?—A. Quite right.

Q. Now, has it ever come to your attention that a special department might have a young man with very special qualifications whom the head of the department might like to have and that in order to obtain the promotion of this one individual that qualifications would be designated for the position in question, which qualifications would only be held by this man in question?—A. That is a case that constitutes one of the greatest causes of irritation in connection with promotion.

Q. Now, I quite agree that if a department has a man of outstanding ability along certain lines that the way should be easy rather than difficult for the promotion of that man with the special qualifications, and while this, what might be termed back-door method, has been resorted to I would appreciate if you would be good enough to think that matter over carefully and see if you could not recommend to this committee some direct and aboveboard method whereby the same result might be achieved. I think, Mr. Chairman and members of the committee, that perhaps the Act should be made a little more elastic so that where there is a man in a department with outstanding qualifications a recommendation from the head of the department saying that they want this man promoted and outlining his special qualifications should receive more weight than is the fact; and I would ask, Mr. Bland, that you be good enough to think that over and to make a recommendation to the committee in that regard.—A. I thank Mr. Cleaver for that suggestion and one of the recommendations I have to make to the committee deals with that particular point.

Mr. TOMLINSON: Are you taking up promotions?

Mr. MULOCK: We were dealing with postmasters when we stopped last week.

The CHAIRMAN: Have you any further questions to ask about postmasters?

Mr. MULOCK: Yes, I have.

By Mr. Mulock:

Q. I want to ask Mr. Bland if he has thought over this aspect of the situation: supposing for the sake of argument there was a postmaster appointed by one political party—it sometimes happens, perhaps, by accident that when he appoints an assistant he appoints an assistant in the same party; is that correct?—A. I should think so.

Q. Now, if your system were followed out, would it not mean that in one district forever there would be a postmaster who had affiliations, before he was appointed, of course, with one political party in another district and continued the service through the assistant being promoted. I am talking about the smaller postoffices?—A. I would not for a moment want it to be understood that it should be a hard and fast rule that in every case the assistant postmaster should always succeed to the postmastership, but I think there are some cases such as this: I think there are cases where through, perhaps, several administrations an assistant postmaster has remained virtually in charge of the office. There may have been changes in administration during the period. In some cases I think the assistant postmaster had often come to be regarded as the postmaster and eminently acceptable to the people of the community. In such

a case and only in such a case I think arrangements should be made whereby when a vacancy occurs in the postmastership that assistant could be considered for the vacancy instead of inevitably throwing it open to competition and bringing in a outsider.

Q. What would be the decision? Who would make the decision? On what grounds would the decision be made as to whether it should be by competition or by promotion by the deputy?—A. It seems to me that the decision must be taken upon the merit of each individual case rather than upon a general rule, and I think the decision should be taken by both the department and the Civil Service Commission jointly.

Q. And they both would have to agree?—A. I think so.

By Mr. Green:

Q. Your suggestion would be the exception rather than the rule?—A. Quite so; but at the present time there is no principle for the exception and that is what makes for dissatisfaction.

The CHAIRMAN: And the Treasury Board comes into the picture.

The WITNESS: Not in this case, Mr. Chairman; not in the case of the promotion of an assistant.

By Mr. Cleaver:

Q. In line with Mr. Mulock's question, when a post office set-up is changed and the post office is classified under class B and comes directly under the Civil Service Commission, is there any examination held at that time in regard to the appointment of the assistant postmaster to the position of assistant postmaster?—A. He may be confirmed in his position as may the staff with or without an examination, with such examination as the commission may designate; the general practice in such cases is, if the employee has been in the office for some considerable time and has demonstrated his ability—he is confirmed without an actual examination; if he is a new employee an examination is held.

Q. I wonder if the question in Mr. Mulock's mind would be overcome by having all appointments of deputy postmasters when the post offices are raised to class B classification made by examination rather than as a matter of course?—A. I think that would help to meet the difficulty but, of course, the point I think Mr. Mulock has in mind is a case where an assistant has been in office for some considerable time, and if I am free to suggest again I would say it would be advisable to provide for a justifiable exception being dealt with rather than by making a rule covering the case of every assistant postmaster.

Q. Would you consider it wise that the assistant postmaster should be called upon to pass an examination?—A. In every case?

Q. In every case when a post office is raised to the standard of the classification?—A. I think there should be an examination in the sense of a determination as to whether or not he is fit to carry on the duties; I do not know that a written examination is always necessary.

Mr. GREEN: That is when the postmaster pays the assistant?

The WITNESS: Yes.

By Mr. Cleaver:

Q. When the post office is raised to a class B office then the postmaster does not pay the assistant. Do you see any objection in regard to the office of deputy postmaster that applications be called for and an examination held?—A. I see no objection to an examination being held. Under the qualifications of the assistant who is acting, I think in certain cases if you threw it open to the public you would meet again the same situation of which we are speaking now where an employee of long standing might lose his position because of the returned soldier preference.

[Mr. C. H. Bland.]

By Mr. Tomlinson:

Q. Mr. Bland, I would like to place this question before you. Do you not still find in the smaller post offices under your jurisdiction that making a new appointment altogether more or less boosts the revenue of the post office?—A. That may be quite true.

Q. I say that because in the case of the average small post office in a small town the assistant usually employed would never command any large salary. He gets in more or less of a rut. His methods are not carried through the same as a new man who enters into the position. Would there not be a possibility of lowering the service?—A. I think that is what happens; but that is not the general rule, that is rather the exception.

Q. I suggest it is the rule?—A. I don't suppose that happens in a great many cases. What I have tried to do is to point out to you in a general way the cases out of which dissatisfaction has arisen. It arises out of these exceptional cases, and they are cases of the type which has caused a great deal of feeling against the Act.

Q. Quite?—A. Let me give you two or three typical cases. One is a rural post office in western Canada. The man appointed had been the assistant postmaster and had been in the office 24 years. In the examination that was held he secured a rating of 93 per cent, and that was an examination fairly held being under the direction of a post office inspector and a commission examiner, and I think he qualified fairly; notwithstanding that, however, a returned soldier having a preference by law secured the position and this employee with 24 years of experience had to remain in the position of assistant postmaster. The returned soldier who qualified secured a rating of 88 per cent. I do not think there would be any great objection from people generally if an exception were made in cases of that type, but I do not suggest it as a general rule at all. I think it must depend on the merits of each individual case. But I do suggest that there are cases in which the commission should enquire into the situation before an examination is held and if it is found desirable, in consultation with the department, to make such cases exceptions to the general rule.

Q. That is a good idea.

By Mr. Green:

Q. Would you cover by an amendment to the Act?—A. I do not think an amendment to the Act is needed. I think if this committee feel that such a procedure was in the public interest and so reported to parliament, and if parliament agreed with the idea, the commission would then be empowered to proceed along those lines and could deal with exemption with each case.

Q. By a change in the regulations?—A. Yes.

By Mr. Golding:

Q. Mr. Bland, take the case of a commission office?—A. Yes.

Q. Where the postmaster pays his own help and where he makes one of the help his assistant. I know of a case where the assistant is very efficient, has been in the office a great many years— —A. I would not suggest any exception being made in cases like that.

Q. You would not?—A. No.

Q. I just wondered what your view would be in cases of that kind?—A. If I understand you correctly, in such a case we would feel that the employee was not competent to take the postmaster's position—would you think so?

Q. I would think they would be quite competent, with the experience they have had?—A. And would the public say that that person was desirable as postmaster?

Q. I do not know about that, but what I was just trying to get at is, what action could be taken to give a person like that some standing where they could get some promotion or some consideration?—A. Do you mean there?

Q. In connection with other offices—where you know they are very efficient and very competent?—A. The way to accomplish that, Mr. Golding, is to put the office on a staff basis instead of on a revenue basis.

Q. Yes?—A. Once the change has been made from the revenue office to a staff basis the employees become civil servants and are eligible for promotion.

Q. That could be done there?—A. That could be done there, yes.

Q. I had not thought of that in that particular case.

By Mr. Spence:

Q. Take the case of a man who has served anywhere from five to twenty years in one of these post offices, where he may have come to the position of assistant postmaster; don't you think he should get the preference over somebody else— —A. Those are the particular cases which I have in mind.

Q. Why should somebody else get his job when he is quite capable of doing it?—A. I see your point.

Mr. SPENCE: I don't think anybody else should get that job through politics—

Mr. TOMLINSON: I would not admit that it was due to politics, because there was a returned soldier put there—that has nothing to do with politics.

Mr. SPENCE: I know, but—

The CHAIRMAN: Mr. Spence—

Mr. HARTIGAN: What about seniority?

The CHAIRMAN: Just a minute, Mr. Hartigan. Mr. Spence, you are welcome to this committee at any time but please do not argue too strongly with our members.

Mr. SPENCE: I did not want to start any argument.

The CHAIRMAN: Of course, you are entitled to the privileges of this committee, and I welcome you on behalf of all of us.

By Mr. Hartigan:

Q. What I was trying to ask Mr. Bland was in the case of two men entering the service, one entered it five years before the assistant postmaster, he had been in the railway mail service or in some other branch of the department, and he had five years seniority over the assistant postmaster; in that case wouldn't that man be entitled to a chance to get that position?—A. Yes, and he would be allowed extra credit for that longer service.

By Mr. Golding:

Q. I think what Mr. Spence had in mind is a case something similar to what we were discussing before, where the assistant postmaster—for instance, this is an actual case—where the assistant postmaster was in office for 32 years and when there was a vacancy when the postmaster retired you could only fill that position through the civil service. This assistant postmaster on account of the soldiers' preference did not get any consideration after his service of 32 years. He was let out. He had given his whole life to that work and was not fitted for anything else. The people in the community felt very strongly about it. I think those are the types of cases to which you have reference?—A. I would like to add one word—that is where the exception to the returned soldiers' preference I think might apply. That is similar to the case to which I made reference this morning in which we had the recommendation from the local returned soldiers' organization on behalf of the acting postmaster and he received the appointment. In other words, the returned men themselves felt that in this case they should recognize the claim of the assistant postmaster to the position.

[Mr. C. H. Bland.]

The CHAIRMAN: In rural constituencies the member of parliament knows more about the qualifications of these people than does anybody else.

Mr. BROOKS: I was just going to say, Mr. Chairman, that it seems to me that the Civil Service Commission is concerned inordinately. In that connection I have a case in point in my own town of Sussex—perhaps you will remember it, Mr. Bland?—A. Yes, I do Mr. Brooks.

Q. The assistant postmaster had been there for some 15 or 17 years giving very good service and some returned men applied for the position but the assistant postmaster received the appointment. I know—and I am a member of the Legion there—the Legion was very well satisfied and pleased that the man had received the appointment ahead of even the returned men, because they thought he was entitled to it. I just mention that as a case, a practical case, knowing it?—A. Thank you, Mr. Brooks.

The CHAIRMAN: Just a minute, what was the age of that postmaster when he applied?

The WITNESS: I beg your pardon?

The CHAIRMAN: What was the age of the acting postmaster when he was appointed postmaster?

The WITNESS: In this particular case?

The CHAIRMAN: Yes.

The WITNESS: Do you know the age of the assistant postmaster in that case, Mr. Brooks?

Mr. BROOKS: He was under 40—I would think he was between 35 and 40.

The CHAIRMAN: A young man.

Mr. BROOKS: Well, yes; we still think we are young at that age.

Mr. CLEAVER: There was a case such as you cited in which an ex-service man qualified—

Mr. BROOKS: There were three or four splendid ex-service men who were qualified, but they waived their rights because they thought as a matter of justice, because the man had been in the position some 20 years, he should have a preference over them. That was five or six, or a number of years ago.

By Mr. Glen:

Q. In the case Mr. Brooks quotes if a returned soldier had been available he would have to have been appointed under the law, wouldn't he?—A. Yes.

The CHAIRMAN: You see, you have to be very careful about these suggestions. That suggestion was made during the discussion at our last meeting, but so far to-day you have had no opportunity of making any representations with regard to promotions. Now, gentlemen—

Mr. O'NEILL: It seems we are discussing post offices here this morning. Well, when the committee are discussing one type of post office possibly some of our members have another type of post office in mind. Now, you have revenue post offices—I think that is the correct term to use where you have a post office where the staff is paid out of the revenue of the post office, and where the postmaster selects his own assistants. Now, in that instance the postmaster will possibly select a son, or a nephew or some relative whom he may want to have in that position. In such a case when that postmaster retires or when he dies you would not expect that the assistant postmaster, in view of the fact that he had never submitted to an examination of any description, would be automatically appointed to that position. I see no reason why he should be made postmaster over everybody else, you may have a number of men in the community who are just as well qualified to be postmaster as is that gentleman. I think you would not be doing him any harm if you had him submit to an examination, then, if he should pass the examination you could make him postmaster. You are not

taking anything away from him if you give the postmastership to another man; he would still be the assistant, and that is all he was prior to that. With respect to the staff post offices a man has got his appointment through an examination and he is in the civil service, and certainly he ought to be given promotion in preference to taking anybody in from the outside. If you want to take somebody from the outside, take somebody from the outside and make him the assistant. It seems to me with respect to these post offices we want to be careful that we do not promote someone to a postmastership just because he happens to be the son of a former postmaster.

The CHAIRMAN: Your distinction between the revenue post office and the staff post office is very timely.

Mr. BROOKS: I was going to say that the post office I had reference to was a revenue post office.

Mr. MULOCK: I was wondering if the case to which Mr. Brooks was referring was the one which Colonel Kinnear was the returned soldier who applied and where Mr. Kierstead was appointed.

Mr. BROOKS: Yes, Colonel Kinnear applied.

Mr. MULOCK: I do not quite understand the decision of the examining committee in that case, and perhaps Mr. Bland would be good enough to have that file available at our next meeting.

The WITNESS: I will be glad to.

Mr. MULOCK: I believe Mr. Doyle has it in his office at the present time.

Mr. BROOKS: I could give a little general information on that particular case.

Mr. MULOCK: I thought it might be better,—just whatever you wish. I have full information here and I thought in fairness to Mr. Bland he should have the file available to him in case any questions come up.

Mr. BROOKS: Colonel Kinnear had another position that was worth as much as this position, I think. That was a factor entered into consideration. Colonel Kinnear is a man of 70 years of age.

Mr. MULOCK: He was 64 years of age at the time of the examination.

By Mr. Fournier:

Q. Before making your statement, Mr. Bland, I have a few questions: I understand you have made a career of being in the civil service; how long have you been in the service?—A. I have been there a long time.

Q. Since when?

The CHAIRMAN: Since 1909, except for the time you were away on military service; is that not it?

The WITNESS: Yes.

By Mr. Fournier:

Q. I dislike putting this question to you, but I have to do it because I intend putting it to every other witness before us?—A. Don't hesitate, Mr. Fournier.

Q. Would you give the committee, if you know, and to the best of your knowledge, any relations employed in the different departments or in the Civil Service Commission?—A. I do not think I have any relatives employed in the civil service anywhere.

Q. Oh! Ah! Now, would you have a list prepared, if possible—and I think it is, concerning every deputy head, every deputy minister, assistant deputy minister and all other officials ranking with deputy ministers and assistant deputy ministers, and have them give us a list of their brothers, sisters, brothers-in-law, sisters-in-law, uncles, aunts, sons and daughters, nieces and nephews who are employed in the different departments or in the commission? I am not

[Mr. C. H. Bland.]

asking this only for myself. I have received requests, many requests. Would it be possible for you to obtain from these gentlemen a list of their relations employed in the service?—A. I think the only way of obtaining that would be to have the clerk of the committee write to these deputy ministers and ask them for the information you want. We haven't got it in our records.

Q. There is nothing in your records to indicate the relationships between other persons in the service and deputy ministers and assistant deputy ministers?—A. No, sir, we have nothing in our records on that.

Mr. FOURNIER: I do not know whether this is in order or not, but I would move that the clerk—

Mr. BETTS: That is a big job.

Mr. BOULANGER: I think you should include the chiefs of branches also.

By Mr. Jean:

Q. Is there not a question on the application form as to relatives one may have in the service?—A. That would not apply to people in the service. The question applies to people who are not in the service.

Mr. FOURNIER: That is it. I want to know from the deputy heads, the deputy ministers, the assistant deputy ministers, and all officials ranking with these gentlemen the names and dates of appointment and salaries of their brothers, sisters, brothers-in-law, sisters-in-law, uncles, aunts, sons, daughters, nieces and nephews—

The CHAIRMAN: Mr. Fournier, I wonder if your motion could not be drafted in another form? I wonder if the clerk should not be instructed to write to every deputy minister asking him to send a card to each one in the department asking them if they have any relative or connection in the dominion pay—because, some of the positions do not come under the Civil Service Commission—in the dominion pay; and then it would be checked by each department and you would see what were the family links in each department and between each department. It would take some time but we would have the material after the Easter recess.

Mr. FOURNIER: I don't believe we could get that information before the end of this session.

The CHAIRMAN: Oh yes; because it is the easiest thing in the world for the deputy minister to get into touch with his personnel. I would go further than you and I would ask relatives, connections and relatives' connections to the fourth degree. I hear that one man in the Civil Service Commission has 40 relatives in the dominion pay, or had 40 relatives at a certain time in the dominion pay, and I will call him and question him before the meeting. It is not Mr. Bland, in order to be fair, and this will be under oath.

Mr. SPENCE: It will be a difficult job to get an answer to that question.

The CHAIRMAN: It will be asked right away. I call on Mr. Foran.

WILLIAM FORAN, Secretary of the Civil Service Commission, recalled:

Hon. Mr. STEWART: Have you in mind the outside service?

The CHAIRMAN: Everything the whole 60,000 odd.

Hon. Mr. STEWART: You would include everybody in that inquiry?

The CHAIRMAN: Yes.

Hon. Mr. STEWART: That is what I thought.

Mr. FOURNIER: Before Mr. Foran is called I would like to know if there is a man---

The CHAIRMAN: Just a moment, Mr. Fournier.

By the Chairman:

Q. Mr. Foran, you have heard what I have said?—A. Yes.

The CHAIRMAN: Order, please.

By the Chairman:

Q. There is a current rumour in the corridors of parliament that you have 40 relatives, connections, or relatives' connections in the dominion pay; or that you did have since the time you were appointed secretary of the Civil Service Commission some 30 years ago. Will you please state under oath—you are under oath—will you prepare a list of such people giving their actual positions, or their past positions, their salaries and the connection between you and them. Will you please supply us with such a list at the next sitting?—A. Yes, I will be glad to do that.

Q. Thank you. All right.—A. I will do that.

The CHAIRMAN: Are there any other questions to be asked of this witness. You are under oath, you know, Mr. Foran.

By Mr. Fournier:

Q. I would put the same question to you as I put to Mr. Bland, Mr. Foran; would you state whether you have any brothers, sisters, brothers-in-law, sisters-in-law, uncles, aunts, sons or daughters, neices or nephews in the civil service, or in the Civil Service Commission?—A. I am quite prepared to give you an answer if you desire it.

The CHAIRMAN: You may answer Mr. Fournier if you wish. You will have to answer him anyway, but at the same time I want an answer to my question, which is a direct one, and which is fair to you because if the rumour is false it should be denied at once.

The WITNESS: I say at once that it is not so, that I had 40 relatives in the public service.

The CHAIRMAN: Have you 30?

The WITNESS: And furthermore when you say that I had 40 relatives—

The CHAIRMAN: How many have you?

The WITNESS: I will give you the exact number of people in the public service who are related to me, and I will indicate exactly in what manner they got into the public service.

The CHAIRMAN: Just a minute, Mr. Foran. Will you please listen to me. I am the Chairman of this committee and you must listen to me first. You will answer my question and you will tell me what relatives, connections, or relatives' connections you have in the public service.

The WITNESS: What do you mean by connections?

The CHAIRMAN: To the fourth degree.

The WITNESS: But, Mr. Chairman—

The CHAIRMAN: Keep order. That is right, Mr. Foran.

Mr. MULOCK: Do you mean, by marriage when you make that statement, Mr. Chairman?

The CHAIRMAN: There is the question of affinity and relationship. That is all right, Mr. Foran. Will you please take your seat and I will call—

Mr. CLEAVER: I think Mr. Foran should have an opportunity to answer the question.

The CHAIRMAN: Surely.

Mr. CLEAVER: I think, with all deference, and I say this in a kindly spirit, that you should not cut him short. I think he should have a full opportunity of answering and of completing the statement which he was making.

[Mr. William Foran.]

The CHAIRMAN: That is all right. Mr. Foran, have you something else to say at this time? I want to be fair.

The WITNESS: It is very hard to determine exactly what you gentlemen want me to prepare. If you want me to go back over 30 years—

The CHAIRMAN: Yes.

Mr. FORAN: That is a difficult thing. But I want to say right now that I never had 40 relatives in the public service.

The CHAIRMAN: Yes.

The WITNESS: What would you suggest with regard to relatives? I cannot quite appreciate—for example, I have had sisters who married men who were in the public service. I had nothing to do with their going into the public service. That is one instance. You want me to answer that?

The CHAIRMAN: Surely. I want to know the whole thing in order to be fair to you. We want to know all those who are related to you in any way. You say you never had 40 relatives, but you admit you have a certain number, and it is the exact number that we want to know. Is that clear?

The WITNESS: I suppose you are going to give me an opportunity of explaining how these people became related to me?

The CHAIRMAN: Yes sir.

The WITNESS: If I had a good-looking sister and some fellow in the service came along and married her, what was I going to do about it?

Mr. MACNEIL: I think we all want to be fair to Mr. Foran. People realize that anybody who takes a position in the civil service at Ottawa and resides here all his life must have quite a number of relatives in the service. If we are going to get this information I think we should get the data we require as the result of the general inquiry throughout the service as a whole. I do not think any action can be taken by this committee to dislodge these people from the service, that would take a specific examination of each individual case. I submit to you, Mr. Chairman, that the correct procedure to take is to determine the methods by which people get into the service. In that way we will accomplish results in a much more satisfactory manner.

The CHAIRMAN: I agree with you, Mr. MacNeil, entirely; and the press must have a report of what has just been said, that actually Mr. Foran shall be considered not guilty of anything until we receive that report. I think that is fair, and when he comes here he will give us an explanation. Therefore, until then, there is no reproach on Mr. Foran.

Mr. MACNEIL: Mr. Chairman, after all is there not something repugnant that we should ask Mr. Foran or any other trusted public servant that he should place this information on the public record?

The CHAIRMAN: No, sir; what is repugnant is to bring charges of this kind against Mr. Foran; and it is just in order to defend him that I asked him to give that evidence to the committee.

Mr. O'NEIL: I think I am quite in order when I say that since this matter has been brought up, I think it is a quite common complaint before the committee that people are not taken into the civil service and they are not promoted in the civil service the way they are supposed to be; that is, on merit.

The CHAIRMAN: Yes.

Mr. O'NEIL: Just a minute, Mr. Chairman; you have the blunt challenge there that you have civil service patronage—that you have patronage and so on in the service. I have nothing against Mr. Foran—

The CHAIRMAN: I have nothing against him at all.

Mr. O'NEIL: But, let us know who people are in the civil service and when and how they entered, and under what circumstances; then we can judge for

ourselves whether that is right, whether the things that are being said against the civil service are right, or whether they are wrong.

The CHAIRMAN: Exactly.

Mr. O'NEIL: I have nothing against Mr. Foran, absolutely, nothing in the world.

The CHAIRMAN: I have nothing either.

Mr. O'NEIL: When we have all the information before us perhaps it will be found that the things that people are saying are right. If that is so, then it was time that there was a purge made in the civil service. If it is not right then everyone of us who are members of parliament could defend the civil service out on the hustings. I think it is necessary that we should clear that up, because, speaking for myself, I do not know anything about that.

The CHAIRMAN: I agree with you, Mr. O'Neil; exactly 100 per cent.

By Mr. Fournier:

Q. Mr. Foran, as secretary of the commission, could you give us a list of people coming from the province of Manitoba since 1934, who have been appointed to temporary or permanent positions in the different departments?—A. Certainly.

Q. I would like to have a list of those people?—A. We will do that.

The CHAIRMAN: Are there any further questions?

By Mr. Tomlinson:

Q. I wonder if Mr. Foran could supply us with the names of any married women who are working in the service. I am wondering if there are any such in the service. I have heard rumours to that effect. I mean, married women whose husbands are living.—A. I would be very glad to do that also.

Mr. FOURNIER: Was my motion carried?

The CHAIRMAN: I do not know. I doubt if it is sufficiently complete in its scope, it does not go beyond deputy ministers and their assistants.

Mr. FOURNIER: I asked down to chiefs of branches.

The CHAIRMAN: To chiefs of branches; but there are others underneath who are supposed to prepare positions and who tell the official of the department, I will not appoint this one and I will appoint the other. That is the special problem. That is why I say it goes much further than Mr. Fournier indicates; because, to my knowledge some fellows would be appointed—if we have only the information asked for by Mr. Fournier in his motion we will not go far enough, we will not be able to expose the whole thing. And, mark you, gentlemen, in these cases the Civil Service Commission is far from being always guilty. Not all the blame rests on the Civil Service Commission, a good deal of the blame rests on government officials and "N.C.O's" in the government service.

Mr. FOURNIER: I wanted to make this statement before the motion is carried, that during the last eight years in which I have been a member I have had no trouble with the commission. I do not think I have had occasion to go there more than twice in all that time, and Mr. Bland and the other commissioners were very nice to me. The complaints I have here all were from inside officials playing office politics, helping one another and their own relatives, and trying to harm people who were not friendly with or not related to them.

The WITNESS: I will say at once that there was never anything of that kind done by us.

The CHAIRMAN: When you say "us" do you mean, you and the three commissioners, or everybody in the commission?

[Mr. William Foran.]

The WITNESS: Myself and the three commissioners, as far as I am concerned.

The CHAIRMAN: Yourself and the three commissioners, you do not say that for those underneath you?

The WITNESS: Oh, no.

The CHAIRMAN: And I warned Mr. Bland the other day when he was speaking of "us" he was speaking on behalf of the commission. While there may be many things wrong at the commission I am not holding him responsible for them, and the committee do not hold him responsible for them; or hold you, Mr. Foran. I mean people under cover, pulling strings. That is it.

Mr. MACINNIS: Mr. Chairman, certain requests were made of Mr. Foran for information. I submit that Mr. Foran must be considerably brighter than I am if he has been able to ascertain what he is required to do. I think, if we want information on this point from Mr. Foran or from other members of the commission, we should formulate a definite question so that the commission will know exactly what is required. I do not think that has been done this morning; and I am afraid, in the atmosphere we are in now, we are not capable of doing it. I would suggest that this matter be discussed by the sub-committee.

Mr. TOMLINSON: Oh, no—

An Hon. MEMBER: Let him go on.

The CHAIRMAN: Order.

Mr. MACINNIS: This matter could be referred to the sub-committee, and they could be asked to formulate a question or give a statement of the information required. I assure the members of this committee that I am anxious to see this committee carry on in an orderly way. Otherwise we are going to get in disrepute before our committee is ready to report. One and a half hours this morning have been spent, and the witness that was brought here has not been able to go on with his statement at all. Something must be done to get this committee under control, so that we can do the work that parliament has set for us to do.

Mr. MACNEIL: Mr. Chairman, I also feel we are getting off at a tangent. We have here the chairman and secretary of the commission who have given us evidence in an eminently satisfactory way. From our experience—particularly the experience I have had—with parliamentary committees, I am sure they are the best witnesses I have heard having regard to the lucid presentation of evidence.

The CHAIRMAN: I agree with you, Mr. MacNeil.

Mr. MACNEIL: The chairman has been outlining very clearly, as far as we have permitted him to go, the procedure under which people are admitted to the service. He has been very frank. He has given us a general outline of the procedure that was followed, from time to time pointing out weaknesses in the existing situation; and he will have suggestions as to how we can correct these tendencies of human nature to carry out favoritism or nepotism within the service. Once we get the ground work laid, if any evidence arises where we should make a particular inquiry, I think we might proceed to do that. But at this stage, to place permanent public servants under inquisition with regard to their relations in the service,—if we start that, may I warn you we must go in each case and go into the particulars and circumstances under which the individuals concerned were introduced into the service. Because, after all, whether they are relatives or not, they have a right to apply for employment in the service. We are going to get into a dreadful tangle. I suggest that we now resume the evidence of Mr. Bland; and at a later date, if it is considered necessary to make inquiries in regard to any improper or irregular conduct, we can do so.

The CHAIRMAN: Just a minute. There is one word in Mr. MacNeil's little speech to which I object. That is the word "inquisition." An inquisition is the carrying on of an examination with an evil intention.

Mr. MACNEIL: I accept your correction, Mr. Chairman. I meant "inquisition" in the sense that we are asking some of the witnesses to explain personal and rather intimate relationships.

The CHAIRMAN: Yes. I thank Mr. MacNeil, and the matter is closed. Now, Mr. Fournier, what did you wish to say?

Mr. FOURNIER: Mr. Chairman, I understand that we have to hear all the statements to be made by the commissioners and Mr. Bland. This morning I met Mr. Bland and I asked him, before the committee sat, if he would object to this question about his relations or relatives employed in the Civil Service Commission. He said, "Why, no." He said, "I do not see that anybody could object," if I remember our conversation correctly. I put this in a fair spirit. I have been receiving complaints, and this is the whole sore in the civil service. This committee was appointed to look into it, if I am correctly informed. Mr. MacNeil says it does not look well to bring in high officials and inquire about their relations. Mr. Betts stood up in the House the other day and put a question about family compacts, asking for lists of employees who have one, two, three, four, five or six relatives in the departments. The answer given by the Secretary of State was that it would be a tremendous lot of work to compile all those figures. So I just put a limit to my question which asked to have a list of the brothers and sisters and so forth of deputy heads, assistant deputy heads, and other officers occupying the same rank. The chairman says that I am not going far enough. I would have no objection to entering in that motion the chiefs of branches.

Mr. MULOCK: And examiners?

Mr. FOURNIER: Well, they are branches in the Civil Service Commission. I do not want to cover all the ground. We will not have sufficient time during this session. We will get certainly some information to justify or otherwise the complaints that were made against the service. Mr. O'Neill spoke about this. I did not know that this rumour had spread all over the country; but I know that in Ottawa, in my riding and in the surrounding ridings, we get complaints every day about the actual system. I think it is the duty of the committee to look into it.

Mr. O'NEILL: I wish to qualify that statement, Mr. Chairman.

The CHAIRMAN: Just a minute, Mr. O'Neill. You can do so after Mr. Fournier is through.

Mr. FOURNIER: I really believe it is our duty to carry this motion and get all the information we can concerning this inside pulling of strings and the employment of relatives in the service.

Mr. TOMLINSON: I would say now, Mr. Chairman,—

The CHAIRMAN: Just a minute. Mr. O'Neill has the floor.

Mr. O'NEILL: Just in connection with what Mr. Fournier has said, possibly I should qualify that statement that the rumour has spread all over the country. The reason I said it was because I have talked with men like yourself in Quebec, I have talked with men in Ontario, I have talked with members from every other province of the Dominion of Canada, and I found the same thing, the same complaints that I got in my own home town. From that I concluded that this rumour had spread all over the country. That is the correction I wished to make.

The CHAIRMAN: Mr. Cleaver has a question, I believe.

[Mr. William Foran.]

Mr. CLEAVER: Mr. Chairman, I do think this matter should be carefully considered by our steering committee. We have a committee appointed for that purpose. While the steering committee is considering that problem, it does seem to me that it might also consider the question as to whether it is not equally reprehensible for members of parliament to have members of their family in the service.

Mr. FOURNIER: Certainly. I will be glad to put that in the motion, if you wish—ministers and members of parliament.

Mr. CLEAVER: I think it would save a lot of the time of this committee if our steering committee could pretty well discuss and boil down the subject before it is brought into the main committee for open discussion. I think our experience this morning rather indicates the need of that.

Mr. TOMLINSON: I was just going to suggest that as this has become more or less a personal matter affecting some officials, probably if it was transferred to the sub-committee these men would feel that they could speak in a freer manner and we would obtain more information if the motion of Mr. Fournier was carried and turned over to the sub-committee for those reports to come in to.

Mr. GLEN: Mr. Chairman, and members of the committee, I would say that while to me it is most repugnant to have this matter brought up before the committee, the mere fact that it has been brought before the committee makes it a matter that cannot be avoided. It has gone to the newspapers and will be published all over the dominion, and this committee will be bound to carry it out to some formal conclusion. I would suggest that it should go to the sub-committee, and that this thing might be made as harmless to those in the service as it is possible to make it in order that the officers of the commission may not feel that it is an inquisition upon them at all. While that word was used, I understood the sense in which it was used. I think it might clear the air very much more if the sub-committee were to handle it in the first instance, and then bring it to the committee.

Mr. BOULANGER: I do not agree with the suggestion that there is anything repugnant in investigating the point raised by Mr. Fournier or that we would waste our time by doing so. Some thirty years ago the control of appointments in the Civil Service was taken out of the jurisdiction of the Parliament of Canada, and the system of merit was established. Surely we have a right to find out whether that merit system which was established thirty years ago is working satisfactorily or not. We have a right to investigate that. We also have the right to investigate whether or not the rumours we have heard so much about are true; and we have the right to do it for the sake of the commission and for the sake of the members of the service themselves. We have got the right—not only the right but the duty—to get to the bottom of this rumour and find out whether it is true or not. We hear all over the city here that there is as much patronage in the service as there was before when the appointments were under the control of parliament.

The CHAIRMAN: But different patronage.

Mr. BOULANGER: Different patronage. We hear that in every department there is a ring or a little Soviet that controls appointments. We hear that the representative of the department on the examination board has the big say, that what he says goes, and that thereby that man appoints his friends or relatives to the civil service. For the good of the service, for the good reputation of the commission, and for the good reputation of the Civil Service of Canada, I think it is our duty to get to the bottom of this thing.

The CHAIRMAN: Is there anybody else who wishes to speak?

The WITNESS: Mr. Chairman—

The CHAIRMAN: Just a minute, Mr. Foran. Have you got anything to say? All right.

The WITNESS: I just wanted to say that I am very much pleased with the way in which the members have expressed themselves. I was not aware that this question was going to be brought up to-day, but I think it is an eminently proper question to go into. There is a great deal said about office politics, and about our examining board. Let me say right in this connection that I have never sat on an examining board in the Civil Service Commission. I can say offhand that I can only recall two relatives of mine that came into the public service under the merit system. The other relatives of mine within the service are people who came into the service not under the commission but probably before the commission was established.

The CHAIRMAN: Just a minute. There is nothing against you, Mr. Foran.

The WITNESS: No, I just wanted to clear up this statement—

The CHAIRMAN: All right, finish your statement.

The WITNESS: I just wanted to say that this statement that Mr. Fournier made, was made out of whole cloth; and that the insinuation that I might have favoured any of my relatives is also made out of whole cloth.

The CHAIRMAN: There was no insinuation.

The WITNESS: Because as I say, the people that came into the service—there is an assistant chief engineer of one of the big departments in the public service who is a brother-in-law of mine—

The CHAIRMAN: Just a minute.

The WITNESS: He was in the service before that.

The CHAIRMAN: Just a minute. Just please withdraw the word “insinuation.” There was no insinuation. There was a question. Will you please withdraw the word “insinuation”?

The WITNESS: Yes, with pleasure.

The CHAIRMAN: All right.

The WITNESS: There was a statement, I will say.

The CHAIRMAN: No, it was a question.

The WITNESS: No, it was a statement.

Mr. JEAN: I think what Mr. Foran refers to is what was said outside.

The CHAIRMAN: Outside. But here it was only a question.

The WITNESS: We propose to deal with that very question, because it is a question that has got to be disposed of finally and definitely, if you are going to get anywhere with your public service. If you have a lot of public suspicion that the work of the commission is not absolutely above-board, then the commission cannot continue to function. If you have not got the confidence of the public, you cannot administer the merit system. As I say, if this thing had come up at the proper time, I would have been very glad to make a statement with regard to it without your suggestion that I should do so, with regard to any relatives of mine. But now that you have started it, I think you should go right down the line and get information with regard to men in the public service who are relatives of members of parliament, ministers and others, who are probably not ashamed of having a proper representation of their families in the public service of this country.

The CHAIRMAN: Just a minute. But the members of parliament and ministers take responsibility for it. What is done by the government officials and others is unknown to the general public, and it is what we should know.

Mr. FOURNIER: I have no objection to having members and ministers called upon to give a list of their relatives in the service, because they are known outside; and when you stand up at election time, if you have a brother or sister or somebody in the service, you are sure that your opponent is going to bring it out. There is no hiding it.

[Mr. William Foran.]

Mr. MACNEIL: I just wish to ask your indulgence to the extent of being allowed to ask some questions of Mr. Bland before the motion is put. I think it would help to clarify the situation.

The CHAIRMAN: Yes. I have no objection to that.

The WITNESS: There is one thing you have got to remember, if you will allow me to say so. There is nothing in the law which prevents any number of members of a family, the same family, from getting into the public service, if they can qualify in the usual way. I think that should be limited. That is one of the suggestions I was going to make.

The CHAIRMAN: It is not against the law. It is against ethics. Now, Mr. Tomlinson, what did you wish to say?

Mr. MACNEIL: May I ask Mr. Bland a few questions, Mr. Chairman?

The CHAIRMAN: Yes. Will you please change seats with Mr. Bland, Mr. Foran?

Now, gentlemen, there are two little things that I want to mention. First of all, Mr. Fournier referred to Mr. Betts' question, and that the secretary of state told him it was impossible to answer that question,—for a very good reason. That is probably because some of those who were responsible for that state of things told him that it was impossible to cover it. It was told to the government. As I have said, we have most painful duties to fulfill, but we must act in accordance with the confidence that has been shown in us by the House of Commons. When there is any case which it is painful for the judge and for the lawyers on each side to argue, at times it is heard behind closed doors. But at this time we should not consider the question of the family compact from a sentimental point of view. Here in Ottawa the rule to-day is "everything to please" or not to do anything to displease anybody. That is all wrong. What should be done is what is right, and what should not be done is what is not right. I do not think it right that there should be any compacts, big or small, in any department, in the Civil Service Commission or elsewhere. Therefore the question is asked about those in the dominion pay, which includes everybody—deputy-ministers and even those who are not under the Civil Service Commission.

Mr. MACNEIL: With your permission, I was going to ask Mr. Bland some questions.

Mr. TOMLINSON: Put your motion.

The CHAIRMAN: Just a minute. I should like to ask Mr. MacNeil a question. Are your questions pertaining to Mr. Fournier's motion?

Mr. MACNEIL: Yes.

The CHAIRMAN: All right, go on.

CHARLES BLAND, *re-called*.

By Mr. MacNeil:

Q. During the time you have occupied the post of chairman, Mr. Bland, you are prepared to indicate exactly how all appointments have been made?—
A. Yes.

Q. Mr. Bland, will you indicate to the committee if in the matter of appointments under the jurisdiction of the Civil Service Commission, the chief of the branch, the head or the deputy-head has any opportunity of influencing that appointment or securing more favorable consideration for his relatives than that given to any other applicant?—A. With the exception of the very few cases which I am trying to bring before the committee in the form of a presentation, no.

By the Chairman:

Q. Be very careful with your answer, Mr. Bland.—A. I am.

Q. Do you not know what goes on behind you?—A. I am only speaking for myself.

Q. You speak for yourself?—A. As well as I can for myself.

Q. Yes?—A. I am trying to point out to this committee some of the ways in which things they dislike may happen, and I have not had much success in getting that before the committee; but that is what I am trying to do.

Q. Yes. But on the other hand, Mr. Bland, you must be acquainted with the fact that there are many intrigues—hundreds or thousands of intrigues—in the civil service of which you know nothing.

Mr. GLEN: I am going to interrupt, Mr. Chairman. Mr. MacNeil has the floor, and he is endeavouring to ask some questions of Mr. Bland, before proceeding with this motion we have heard. I think he should be allowed to do that.

The CHAIRMAN: Mr. Glen, I knew the question that he asked, and I asked the question I did for a reason.

Mr. GLEN: I object. As chairman, will you please stop your interference with the committee?

The CHAIRMAN: Sit down, Mr. Glen.

Mr. GLEN: No, I have the right in this committee to make a formal objection.

The CHAIRMAN: You interrupted Mr. MacNeil's question.

Mr. GLEN: No, my objection was that you were interrupting Mr. MacNeil; and my contention is that Mr. MacNeil should have been allowed to finish his questions, because they are relevant to Mr. Fournier's motion that we are all anxious to vote upon now.

The CHAIRMAN: I am chairman of this committee, and it is very hard to please everybody. I do my best. At times members who sit in the back rise to ask a question and I try to give them an opportunity. Everybody has a right to ask any questions he wishes. I do not wish to interfere with the questioning of anybody. But in order to make it clear with regard to what the witness was asked now, I thought I should ask him a question just the same as a judge interrupts a lawyer who is asking questions; and that is a thing that Mr. Glen, as a lawyer, should know.

Mr. GLEN: Mr. Chairman—

The CHAIRMAN: Sit down, Mr. Glen.

Mr. GLEN: I have a right to speak just as well as the chairman, and I am going to speak. Many a time I have objected to a judge interrupting my cross-examination; and I say Mr. MacNeil has the right to ask questions.

The CHAIRMAN: The judge has asked questions just the same.

Mr. GLEN: After me.

By Mr. MacNeil:

Q. You understand I am referring to positions made under the jurisdiction of the Civil Service Commission?—A. Yes.

Q. In such appointments at any stage of the procedure has the official of the department the opportunity of influencing or securing special consideration for a relative making application for appointment?—A. If the system is fairly applied the answer is no.

Q. From your experience can you indicate to this committee wherein the procedure should be corrected in order to avoid any such improper doings?—A. In my experience, Mr. MacNeil, the system is, generally speaking, fairly applied. There are certain cases where we are finding it difficult to apply it efficiently; these are the cases I am trying to give to the committee.

Q. You are prepared to make a recommendation which will correct the evils in regard to which there have been unpleasant rumours?—A. Yes, that is my desire.

[Mr. C. H. Bland.]

Q. May I refer to the matter of promotion within the service?—A. Yes.

Q. You are also keeping a careful check during your occupancy of your post with regard to promotions? Can you indicate to the committee, Mr. Bland, wherein departmental heads, chiefs of branches, or deputy heads may have the opportunity of "loading the dice" as it were in favour of relatives?—A. Yes, Mr. MacNeil. There is a decided difference between the question of promotions by written examination, for example, and the question of promotions upon departmental ratings, departmental reports used in promotions. The human element obviously enters there, and where the human element enters you certainly are not going to have entirely impartial reports. That is one of the things I hope to be able to deal with. I think that is one of the main reasons for the complaints which have reached members of the committee. That is one of the things which should be dealt with by this committee. I am in hopes that I will be able to give some suggestions which may remedy some of the complaints of partiality.

The CHAIRMAN: I do not want to interrupt you. You said "impartial reports". You meant "partial reports." I do not want to be unfair.

The WITNESS: Thank you, Mr. Chairman, yes.

By Mr. MacNeil:

Q. You consider from your experience that you are prepared to recommend to the committee such improvements as to procedure as will as far as possible correct these evils and complaints?—A. That is my hope and my intention, yes.

Q. I have a further question to ask. You have heard the discussion here this morning and the anxiety of the committee to set at rest these rumours. After this evidence is secured I am asking you to give us your opinion on it as to the law, as to whether this committee would be in a position to take any action with regard to individuals who are relatives of any chief of a branch?—A. Yes. As regards the law there is no provision, as Mr. Foran stated, covering what happened in the past. The only action the committee can take on securing the information would be to recommend legislation, if they so desire.

Q. Would this be your alternative?—A. It is in the hands of the committee.

Q. May I ask your opinion. Is it the best method of securing—

Mr. FOURNIER: On a point of order, we are discussing this motion by which I am asking that the clerk of the committee communicate with the heads of the departments, deputy heads, and so forth, concerning relatives of employees, those in the service or in the commission. I have no objection to discussion this morning. If we find these people are at fault, we are not going to put them out of the service. The Act provides for their suspension or dismissal immediately. We will know what to do if anybody is found at fault and has not followed the law. Now, I should like this motion to be put to the committee, and then referred to the steering committee for further study when we get the recommendation.

Mr. GLEN: Mr. Chairman, Mr. Fournier has suggested that it should be sent to the sub-committee. Don't you think, in view of the statement already made by Mr. Bland that he has a suggestion to offer, that the steering committee will be in a very much stronger position after they have Mr. Bland's suggestions, to arrive at a decision? I suggest now that Mr. Bland should be allowed to make his statement, and then we could deal with the motion afterwards.

Mr. CLEAVER: Mr. Chairman, would you please read Mr. Fournier's motion again?

The CHAIRMAN: Yes.

Mr. MACNEIL: May I offer you an explanation. I do not want to be placed in a position of opposing this motion; but I think that perhaps as a

result of Mr. Bland's evidence we will be able to secure evidence and continue the inquiry more easily, and in that way we would avoid any needless or wasteful activity.

Mr. FOURNIER: If it was referred to the sub-committee Mr. Bland would be with us, and we could take up certain cases.

Mr. GLEN: The only objection to that is this. I think perhaps the whole committee ought to hear Mr. Bland's evidence, and then it should be referred to the sub-committee. I think that would be the proper way to deal with it. We would then be in a position to deal with it, and I think Mr. Bland's suggestions should be heard by the whole committee.

The CHAIRMAN: In view of what has been just said, the members are in a position of looking for information. There are many files upstairs. They can gather information from them, and that information can be obtained before Mr. Bland is through with his evidence. That is one point. Now, Mr. Golding, have you anything to say?

Mr. GOLDING: I had hoped when this committee sat that its object would be to try to strengthen the service. I was particularly anxious to hear Mr. Bland go over the situation, and as a result of his experience to make recommendations that we could consider with that end in view.

After listening to the discussion this morning I feel that if there is a widespread feeling in the country that the merit system is not adopted to the extent that it should be, and if promotions are not made in accordance with merit, then I think that should be investigated. But I quite agree with Mr. Glen that what we should do at the present time is to listen to Mr. Bland make his recommendations and his suggestions, and then the matter should go to the sub-committee for full investigation, and a definite effort should be made to clear up certain criticism against the Commission. Let me say, as far as I personally am concerned, I have had a good deal of faith in the members of the Civil Service Commission. Any appointments that have been made in my riding since I have become a member, I would say, were good. I would say they selected the most competent men, and I have not any fault to find at all with the Commission. I am speaking personally and yet I agree with Mr. MacNeil that there is the contention that the merit system has not always prevailed in the matter of promotions, and that they have not been made in accordance with merit. With that knowledge, I would be glad to hear Mr. Bland make his recommendations.

Mr. HARTIGAN: I move that at the next session Mr. Bland be asked to continue with his statement without interruption. Let him make his statement in toto, so that we will have the whole thing without questioning or anything else. It is all taken down; we can read it in our reports, and then if there are questions they can be put at another time. It is one o'clock now and it is impossible for Mr. Bland to continue with his statement at this hour of the day. We have all got to get out; we have other work to do; we have to get our lunch and I think at the next sitting Mr. Bland ought to be allowed to make his statement unhampered by any interference at all.

Mr. CLEAVER: Would you please read Mr. Fournier's motion?

The CHAIRMAN: You seconded it.

Mr. CLEAVER: I should like to hear it read.

Mr. FOURNIER: My motion is to the effect that the clerk of the committee be instructed to communicate with the heads of the departments, the deputy ministers and the assistant deputies, and all other officials occupying key positions in the service to furnish this committee with a list of their brothers, sisters—I did not mention cousins—and other relations, brothers-in-law, sisters-in-law, uncles, nieces, nephews, and so on who are actually employed in the civil

[Mr. C. H. Bland.]

service and in the Civil Service Commission, and the date of appointment and their salaries.

Mr. CLEAVER: By way of amendment I would like to move that Mr. Fournier's motion should be referred to the subcommittee for mature consideration, and then submitted to us later.

Mr. FOURNIER: I would suggest that the motion be allowed to stand until Mr. Bland is through with his general statement.

The CHAIRMAN: If the motion stands, Mr. Fournier, it would be possible to gather the information. I think it would be a good thing to submit it to the subcommittee, after listening to Mr. Bland, for redrafting if that may be necessary, and then report to the committee.

Mr. GLEN: I understand Mr. Fournier was allowing his motion to stand until the next sitting, and before we discuss the motion Mr. Bland will have the opportunity of making his suggestions.

The CHAIRMAN: Yes. I am ready to answer Mr. MacNeil's question to Mr. Bland in regard to the family compact. I think the family compact practice will die by exposure, and that is the only way to cure it. Gentlemen, that is my own view. You may entertain different views. The sooner you show what is going on and what the practice is, the sooner those who enjoy it will be finished, and moreover the civil service will have respect for the House of Commons, which is an important thing. Now, gentlemen, it is 1 o'clock. Will you please tell me when you would like to meet again? Shall we meet to-morrow at 4 o'clock? Is it your pleasure, gentlemen, that Mr. Fournier's motion stand?

Mr. GLEN: Have we power to sit while the house is in session?

Mr. O'NEILL: I have some ideas in mind, Mr. Chairman, to get over the difficulties we now experience in regard to appointments to the civil service, etc. I do not know whether anybody else has any ideas on that question; but it seems to me you should devise some sort of a system which would be absolutely secret in regard to examinations. In that way the impression would not get abroad that the Civil Service Commission had anything to do with the examinations. I should like the subcommittee to consider something along the line I have in mind.

The CHAIRMAN: The motion is standing, therefore you may take it up in due course, Mr. O'Neill.

Mr. O'NEILL: I do not want to go before the subcommittee at all.

Mr. TOMLINSON: Now, in connection with the drafting of this motion, would it not be better to do something with this motion along the lines of the way we treated other motions, send it to the subcommittee for drafting. We will try to meet the wishes of the whole committee and we will report to-morrow at 4 o'clock.

The CHAIRMAN: Would you be agreeable to that?

Mr. FOURNIER: I would agree to send the motion to the subcommittee for drafting to meet the views of the members.

The CHAIRMAN: The subcommittee will meet at 3.30 o'clock to-morrow and the committee will meet at 4 o'clock. Is that your pleasure?

Some Hon. MEMBERS: Carried.

The committee adjourned at 1.05 p.m. to meet to-morrow at 4 p.m.

Doc

CAI XC 2
- 38C 58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

1938

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 7

WEDNESDAY, MARCH 30, 1938



WITNESS

Mr. C. H. Bland, Chairman, Civil Service Commission

MINUTES OF PROCEEDINGS

4.00 p.m.,

WEDNESDAY, March 30, 1938.

The Special Committee appointed to enquire into the operations of the Civil Service Act met this day at 4.00 o'clock p.m. Mr. Pouliot, the Chairman, presided.

Members present were:—Messrs. Betts, Boulanger, Cleaver, Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart, Tomlinson and Tucker.—20.

The Report of the Sub-committee was read by the clerk and is as follows:—

That the motion of Mr. Fournier submitted to your Sub-committee on March 29 for re-drafting be amended to read as follows:—

That the Clerk of the Civil Service Committee be instructed to require from every deputy Minister, assistant deputy Minister and other officials occupying an equal rank, also from every official considered as chief of a branch of any department a list of their relatives by blood or marriage to the second degree inclusively who are actually employed in the Dominion pay, the class of occupation and salaries.

On motion of Mr. Fournier the report was adopted on division.

Mr. Green moved,—

That the information obtained in accordance with the previous resolution be referred to the Sub-committee for consideration and report to the full Committee.

Mr. Jean moved in amendment thereto,—

That this motion should stand until the information is received.

The question having been put the amendment was adopted.

Mr. C. H. Bland, Chairman, Civil Service Commission, was recalled, further examined and retired.

The Committee adjourned to meet again Thursday, March 31, at 11.00 o'clock, a.m.

J. P. DOYLE,

Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 30th, 1938.

The Select Special Committee on the Civil Service Act met at 4 p.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Order, gentlemen. Yesterday the committee referred a matter to the sub-committee and the sub-committee has proceeded on that for the last half hour. Will you please read the report of the sub-committee to the main committee, Mr. Doyle?

The CLERK (reading report): The sub-committee recommended that the following motion be adopted: That the clerk of the Civil Service Committee be instructed to require from every deputy minister, assistant deputy minister and other officials occupying an equal rank, also from every official considered as chief of a branch of any department, a list of the relatives by blood or marriage to the second degree inclusively who are actually employed in the dominion pay, the class of occupation and salaries.

The CHAIRMAN: Is that carried, gentlemen?

Mr. GREEN: Mr. Chairman, could I have the start of that again?

The CHAIRMAN: Yes.

The Clerk read report again.

Mr. MACINNIS: If that is the recommendation of the committee, Mr. Chairman, would it not be in order to have some member of the committee move it and get it definitely before this committee?

The CHAIRMAN: I am in your hands, gentlemen.

Mr. FOURNIER: I move that the motion redrafted by the sub-committee be carried by the committee.

Mr. TOMLINSON: I will second that.

The CHAIRMAN: Has anyone anything to say on this?

Mr. GREEN: Mr. Chairman, I think perhaps it would meet my ideas on the matter if there were an amendment added to that to the effect that further consideration of the matter should be referred back to the sub-committee. I suggest that for this reason: I think this is a matter which might easily be misunderstood across Canada. The general impression may go out that the civil service is all wrong and that there is all kinds of underhanded work going on,—that there may be groups controlling the civil service; and I think, to my present knowledge, that is not the fact. There may be abuses of the Civil Service Act. But I think that, in justice to the civil service of Canada, we should be awfully careful about having any publicity at this stage that would harm their prestige with the people of the country. For that reason I suggest that this matter be left with the sub-committee to go into the details; and then, if they find it necessary, they can at a later date report back to the full committee. I think it is premature for us to come to a decision now. We have not had sufficient investigation yet, and it may be that we are making a mountain out of a molehill.

Mr. MACNEIL: I was one of those on the sub-committee who felt that this motion should receive further consideration before adoption by the main committee. I feel it should be redrafted in different form, mainly for this reason,

that the resulting publicity may penalize the innocent as well as the guilty. I am as anxious as the mover of the motion to see that steps are taken to correct any irregularities. But in the first instance, if this evidence is secured, as the motion now reads, that evidence will come into the main committee and be given publicity. Then, there are prominent members of the civil service who, it is true, have relatives in the civil service, but who obtained their appointment without the improper exercise of any influence. Mr. Bland, I think, is competent to give evidence that the commission, where those appointments were under the jurisdiction of the commission, is in a position to check any undue influence. I do know this, that there are chiefs of branches in this city who have given long and faithful service to the public, the heads of respected families in the city of Ottawa, with perhaps five or six or more children. These children have graduated from high school or university and have kept applying for positions in the civil service, sometimes without the knowledge of their parents. They apply and they qualify. No one has exercised influence on their behalf, and they have secured appointment in the civil service without influence, but simply on ability. Now, if that list is reported, and the chief of that branch should report that he has, say, four or five members of his family in the civil service, it immediately appears that there has been undue influence exercised on behalf of those people. I say that is quite wrong, I think, to attempt to penalize the innocent as well as the guilty by the procedure adopted in this motion. I have endeavoured to suggest to Mr. Fournier that other methods might be employed. I am more interested in stopping any irregularity than I am in any useless effort to air or ventilate suspicions that have been expressed, and am anxious to get on with what I consider to be the main purpose of this inquiry.

Mr. TOMLINSON: Mr. Chairman, I happened to be a member of that sub-committee who moved that this amendment be referred back as amended by us. I do not wish to have two members of the sub-committee martyrs of the civil service and the rest of us more or less placed in the position of probably attempting to ruin the civil service. We are doing nothing of the kind.

The CHAIRMAN: Hear, hear.

Mr. TOMLINSON: We are trying to improve the civil service. That has been my idea in this whole investigation. The question was asked yesterday as to the number of relatives in the Civil Service Commission. It was agreed yesterday that a report would be obtained of that number. Mr. Fournier makes that motion which I think is quite proper under the present circumstances. The papers came out this morning—

The CHAIRMAN: It was quite proper.

Mr. TOMLINSON: Yes, his motion, in my opinion, was quite proper.

The CHAIRMAN: Yes.

Mr. MACNEIL: There is no suggestion to the contrary.

Mr. TOMLINSON: Just a minute. His motion requested the names of people, the heads of branches who may have relatives in the service. There is no doubt that these people will not be ashamed of their relatives. They are, no doubt, honourable people, and probably obtained their position in the proper manner. But if you look at the papers this morning, you will see "Family Influence in Civil Service" across the front pages. In my opinion, if we do not pass this motion, naturally it looks as though we are just trying to suppress something and to cast on the civil service as a whole throughout the dominion the reflection that probably there is influence. That is the only reason I feel that we should now ask for the full particulars. If there is not any influence, it shall come out later on in our report. If there is influence, in my opinion it should come out in the report also.

[Mr. C. H. Bland.]

The CHAIRMAN: Your contention, Mr. Tomlinson, in view of the reports of the press, is that if there is such family influence in the civil service, it might be strong enough to influence us and prevent us from going ahead with it.

Mr. TOMLINSON: Yes. That is the point I am trying to bring out.

The CHAIRMAN: Therefore, we would be the ones to blame for that.

Mr. TOMLINSON: Yes, the responsibility is with us. That is why I have supported this all the way through as now drafted. Further, if this motion carries and the names of the members of families are presented to the whole committee, if they deem it wise they can refer it then to the sub-committee for investigation, if they do not wish personal matters brought out here.

The CHAIRMAN: The answers can be referred to the sub-committee.

Mr. TOMLINSON: Absolutely.

Mr. FOURNIER: No.

Mr. TOMLINSON: They would not agree.

Mr. FOURNIER: I believe the answer should be sent to the committee, and then the committee would decide whether the sub-committee would investigate in each case and report. I moved this motion without commenting on it because I did not want any more publicity than necessary about this matter. If we discuss it all afternoon you will see the papers come out again with more publicity about it. In the way it is drafted, it does not imply that there are any family compacts or rings or Soviets or anything of that kind in the service. It is only asking for information that was asked for in another form by Mr. Betts in the House of Commons. We have a way of getting this information, while Mr. Betts had no way. They answered that they could not get the information. Once we have that information, we will know to a certain extent if the rumours that are being circulated are correct; and a sub-committee, with Mr. Bland and the other members of the commission to help us, will study these cases and report to the committee. That is my submission for moving this motion.

The CHAIRMAN: Is there anybody else who has anything to say?

Mr. MACINNIS: Mr. Chairman, I was not a member of the sub-committee but I did—and it is quite natural, I think—discuss this matter with some of the members of the sub-committee before it met. As I feel in the matter now, after the discussion yesterday it is quite impossible for us not to try to get this information now. I think it would possibly be worse not to get the information than it would be to get it. But after we get the information—that is, the number of relatives and the degree of relationship—I think that will not be enough. We will have to get a clear picture of how each one of these came into the service.

The CHAIRMAN: Exactly.

Mr. MACINNIS: Then we will understand if there has been any undue influence or pressure used to get people into the service. Personally, I can understand—with the economic pressure to-day—how this question arises. I can quite understand Mr. Green's and Mr. MacNeil's views on the question, knowing them as I do, and believing that they would not wish to do anything that would possibly cause grief or harm to anyone else.

The CHAIRMAN: Undue harm.

Mr. MACINNIS: Well, due or undue. I know the gentleman well, and I am quite sure that that is what they have in mind. But as I see it now, I do not see that we can very well do anything else but pass the motion.

Mr. GLEN: Mr. Chairman, as a member of the sub-committee, I supported the redrafting of the resolution to come before the whole committee for the reason that it was submitted to the sub-committee for that purpose only,

namely, to redraft what Mr. Fournier had orally given to the witness. That has been done and it is now before the whole committee. The whole committee has a right to discuss it and take what steps they think should be taken. I would say this, that I think it ought to be emphasized by the newspapers, in response to what has already been said and reported in the newspapers, that there is not the slightest intention on the part of any member of the sub-committee or of this committee to pillory members of the Civil Service Commission without cause.

The CHAIRMAN: Surely.

Mr. FOURNIER: Or the service.

Mr. GLEN: Or the service, without cause. Now that the matter has been raised it must be settled by the committee. Otherwise we will be put in this position, that we endeavoured to cover up something that has been alleged in the committee. I do suggest this, Mr. Chairman, however, that when these particular cases are brought before the committee they should not be discussed in public, because by their discussion in public some men or women will be tinged with mud that might be thrown against somebody else who might be guilty. I do suggest that, when anything is done, the matter shall be referred to the sub-committee in camera; and then they will be in a position to draw conclusions from the evidence submitted, which would be sufficient to bring before this whole committee. After that is done, the whole committee might ask the sub-committee's report on cases of which they might approve, and then come to a decision as to what form of remedy shall be applied, whether administrative or legislative. For that reason I am supporting the motion.

The CHAIRMAN: Has anybody else anything to say?

Some Hon. MEMBERS: Question.

Mr. GLEN: Take a show of hands.

The CHAIRMAN: All in favour of the motion please signify.

(Carried).

The CHAIRMAN: Just a word, gentlemen, about Mr. Foran. He wrote me a letter yesterday afternoon and I returned it to him asking for more explanation; when I receive that letter I will communicate it to you.

Mr. GREEN: Mr. Chairman, in connection with the resolution that has just been carried, I should like to move this resolution; that the information obtained be referred to the sub-committee for consideration. My purpose in moving that is this: I think it would be most unfair and most unwise to simply place this information before the whole committee, which means before the public of Canada, without having each case considered by the sub-committee. It may be found that some deputy minister has half a dozen relatives in the service. If that is put out to the public without explanation, without any investigation, both that man and his family will be dealt with most unfairly if the fact is that all these people are in their positions by merit and there is nothing wrong with their appointments. For that reason I submit it is only fair that this list should be gone over by the sub-committee and investigated before it is placed before the committee as a whole.

Mr. HARTIGAN: Mr. Chairman,—

The CHAIRMAN: Just a minute, Mr. Hartigan. It will be your turn immediately. I have just a question to ask Mr. Green. Mr. Green, did you draft your motion or will you do that?

Mr. GREEN: I have just got it here, that the information obtained be referred to the sub-committee for consideration.

The CHAIRMAN: Please take a note of that, Mr. Doyle.

[Mr. C. H. Bland.]

Mr. HARTIGAN: Mr. Chairman, I have listened to two or three members of the sub-committee expressing their views as to the procedure of this committee and how it should be conducted. I want to say, speaking for myself, if all the information and evidence which is given before this committee—and no doubt it is,—is legitimate information and given to carry out the purpose for which this committee was appointed, that I disagree wholeheartedly with them. I think that the evidence should come before the committee as a whole. We will refer to the sub-committee that which we think they should deal with. With regard to the other part of the objection taken by some of the members, that it would do harm to the service in Canada, may I say that there is no intention or no desire on my part to have any harm caused to the civil service of Canada, if it is not justly entitled to have that discredit placed upon it. But I say this, that the Canadian public, through a long period of years, is pretty well immune to any shocks that can be imposed upon it by anything that comes out through this committee as regards the way of news. The other thing I want to say is that the public service of this country is contributed to by every province from coast to coast, and there is no reason why all the positions in that service should be monopolized by families in Ottawa. I am not contending, mind you, that it is the case. But from the tenure of some of the remarks of some of the members, and the carefulness with which some of them want us to proceed here, they are evidently afraid that a scandalous condition may be brought out before this committee.

Mr. GREEN: If that is a reference to me or any other member, I object.

Mr. HARTIGAN: Just a minute, I have the floor, and I am entitled to have my say. I am a member of this committee.

Mr. GREEN: On a point of order—the honourable member must not make insinuations. He may not be doing that—

Mr. HARTIGAN: I am not doing that. I made no insinuations. You can read over what was said. I made no insinuations.

The CHAIRMAN: Just a minute, Mr. Hartigan. It is the common rule that no member shall impute motives to another.

Mr. HARTIGAN: I did not.

The CHAIRMAN: You say you did not, and therefore the matter is closed.

Mr. HARTIGAN: I am not imputing anything. I said there may be. I am not imputing. I qualified my statement by saying that there may be. What I say is this, if we are going to have an investigation of the civil service, the functions of the civil service as regards the public service of the Dominion of Canada, let us have it open, free and above-board, and let the chips fall where they will; and I am hoping that there will be no chips to fall that will strike anybody when we are through with it. That is what I say.

Mr. FOURNIER: When I moved that motion I had no intention of throwing mud upon anybody in the service or in the commission, and I know that by asking this information names of high officials in the departments will be brought out into public and perhaps people might think wrongly about their positions and their relatives. I second that motion of Mr. Green's, that all the information acquired as a result of the motion be submitted first to the sub-committee, which sub-committee will study case after case and when cases are found to have nothing wrong with them they should be released and the files returned to the Civil Service Commission; on the other hand if after a serious study of the files we find that something wrong does exist in the system then that case will be reported to the committee. That is my understanding of the motion made by Mr. Green. I have been present here at every sitting of this committee and I find that it is pretty hard to get some of the results of the discussion on account of the large number of members. In the sub-committee there are 9 members

and I think it is 7 members form a quorum; I believe the quorum is 5; and each case could be studied much more quickly and effectively in such a committee that it could in a committee of 25 people. I really believe that Mr. Green's motion is well taken, and that this committee would not have sufficient time in which to go into every case which might come before it, I believe that much more satisfactory progress could be made by the sub-committee.

Mr. TOMLINSON: I think we are premature on this amendment. I think we should wait until the information comes in to this committee and allow the committee itself to decide whether the sub-committee will deal with it or not. I think that is the better way.

The CHAIRMAN: You are a member of the sub-committee are you not, Mr. Tomlinson?

Mr. TOMLINSON: I am a member of the sub-committee. But I think this committee should have the information and if they feel at that time it should go to the sub-committee it may be referred.

Mr. JEAN: I think the motion of Mr. Green should stand until we get the information and when the information is available we can discuss that motion again. First we have this motion that all officers should give the names of their relatives in the service. That motion has been adopted, and we must have the information first; then, when the information has been tabled we can discuss the motion just made. In the meantime I suggest that Mr. Green's motion should stand.

Mr. GREEN: Might I explain my motion? I do not think some of the honourable members understood what I was trying to get at. The committee have now asked for this information. Once that information is given to the whole committee here it is given to the members and it becomes public property throughout the country. Well, I say that may result in a great injustice being done to those in the civil service. I have nobody to protect, or any interest to serve, but I think it is unfair in principle that men should be condemned without having their cases gone into. And, as Mr. Fournier said, the sub-committee will have an opportunity of going into each one of these cases on the list, and then if there is anything wrong it can be reported back to the full committee to be dealt with; but why should we have the others here, cases in which there is nothing at all the matter with the appointments? Why should we have their names broadcast across Canada? It is purely a matter of fairness.

Mr. JEAN: The fact that a man's name is brought out does not mean that he is guilty of anything.

Mr. GREEN: Unfortunately, the public will think so.

Mr. JEAN: You cannot go back now, because the press have already published the fact that there was family influence in the civil service. You have to give the public information, even if it does seem to harm somebody. No exception can be made. And I cannot see any harm being done to any person in the public service through their being required to indicate the manner in which they entered the service. And for that reason I think the information should be tabled first in this committee, in order that this committee may deal with it.

Mr. MACNEIL: I find myself in support of Mr. Green's motion, if for no other reason than because I think as responsible members of the House of Commons we must not do anything that tends to undermine public confidence in the service. In answer to Mr. Hartigan's suggestion that we should proceed cautiously—I may assure him that I have no other interest—I recognize there are a large number of men in the service giving faithful service who are upright and honourable men.

The CHAIRMAN: Sure.

[Mr. C. H. Bland.]

Mr. MACNEIL: And I do not think that public confidence in their ability should be questioned. I have no other interest in this matter beyond that; but I say with Mr. Green, not as a simple matter of justice, but as a matter of our responsibility to the public, that we should not do anything which in any way would tend to undermine public confidence in the civil service and in civil servants who deserve public confidence.

Mr. HARTIGAN: I am not injuring them. What I am trying to do is just the opposite. If you are going to refer this evidence to a sub-committee then call it the "selecting" committee, in the sense that it can pick out what it wants and withhold what it wants. If that is the way it is to operate I must say that it is different from any we have ever had yet.

The CHAIRMAN: I might say that slurs have not been cast in the least degree on any civil servant by any member of the committee—

Mr. HARTIGAN: Absolutely.

The CHAIRMAN: I must bring attention of all to the fact that there are two things before us; first of all is the sub-amendment proposed by Mr. Jean and seconded by Mr. Tomlinson, to let that motion stand; then there is the motion by Mr. Green seconded by Mr. Fournier—will you please read it?

The CLERK: Mr. Green moved, that the information obtained in accordance with the previous resolution be referred to the sub-committee for consideration and report to the full committee.

The CHAIRMAN: Now, gentlemen, on Mr. Green's amendment; what is your pleasure?

Mr. McNIVEN: I was just wondering if we were not going outside of the terms of our reference, which was as follows:

That a select special committee of the house be appointed to enquire into the operation of the Civil Service Act, and all matters pertaining thereto.

The motion which we have already passed requires the Clerk to obtain from, or to require from every deputy minister, assistant deputy minister and other officials occupying equal rank, also from every official considered as chief of a branch of any department, a list of their relatives by blood or marriage to the second degree inclusively, who are actually employed in the dominion pay, the class of occupation and salaries. Now, that motion will include people who are not under the operation of the Civil Service Act.

The CHAIRMAN: Exactly.

Mr. McNIVEN: Have we any right to demand that from these officials?

The CHAIRMAN: The point is that they are not appointed by the Civil Service Commission but they do get into the civil service.

Mr. McNIVEN: But, have we any right? Our jurisdiction is limited to the Civil Service Act.

The CHAIRMAN: And the reference of the house, Mr. McNiven, is as to the operation of the Civil Service Act.

Mr. FOURNIER: And all matters pertaining thereto.

Mr. McNIVEN: That is the Civil Service Act.

Mr. TOMLINSON: Yes, the operations of the Civil Service Act.

Mr. McNIVEN: Quite.

Mr. TOMLINSON: That includes anyone who comes under the operations of the Civil Service Act.

Mr. McNIVEN: Therefore, it could not be extended to those branches of the service outside of the Civil Service Act, it can only apply to officials who have come into the service through the agency of the Civil Service Commission, or under the operation of the Civil Service Act.

The CHAIRMAN: Now, Mr. McNiven, the motion as it is—

Mr. McNIVEN: And I say, if that is right—

The CHAIRMAN: On the other hand, the committee has the right to pass judgment on civil servants under the Civil Service Commission, and also on the others, to see who are giving the best service to the country. Suppose there are certain classes of men who are not under the Civil Service Commission now but who are in receipt of dominion pay—those who do not come under the operation of the Civil Service Act. It is part of our duty to see if they are doing as well as those who are under the Civil Service Act; and we can bring recommendations to the house and the house will be very thankful to us for them. We can work by way of comparison and moreover when the matter was before the house both of the leaders of the major parties, the Right Honourable Mr. King and the Right Honourable Mr. Bennett, said that the investigation to be carried on by this committee should have the widest possible scope.

Mr. TOMLINSON: Yes.

The CHAIRMAN: I give you that from memory, but I have Hansard here.

Mr. TOMLINSON: That is right.

The CHAIRMAN: Therefore, I do not think anybody in the dominion pay should be sheltered because he is not under the Civil Service Commission, and moreover, if we show the people of this country that we have nothing against the Civil Service Commission but that we are fulfilling our duty in trying to get the right picture of efficiency among civil servants and in the civil service at the present time. I submit those views, gentlemen.

Mr. MACINNIS: I think that possibly we are spending a little too much time on this discussion. I think we ought to accept the amendment offered by Mr. Jean and get on. I think further that Mr. Green's motion might be laid over for a few days. When we get the information we want, if we decide that it should be referred to the sub-committee, I think that will be sufficient time to deal with it. I do not think you can avoid having the information secured coming before this committee in any event, and you may be sure that it will go outside.

The CHAIRMAN: We can ask members of the press to be discreet; I know that whenever I have asked reporters not to mention a certain thing they have not mentioned it. We can rely on them, and if they are here we will just say to them well, don't put that in the press, and I am sure they will comply with the request of the committee.

Mr. MACINNIS: Reasonable men could do most anything if we set about it right.

Mr. O'NEILL: It looks to me as though we were getting rather away from the subject. If this information is going to be published in the papers it ought to be published in the papers every day. I see little chance for harm in it. If you find out that there is a family in the service in which there are four or five brothers employed in the civil service, more power to them for having come to the head of the class and got into the service, providing they have done it in the right way. That being the case the fact that their names appear in the press cannot, I submit, do them any harm.

Mr. FOURNIER: What about promotions, we should know how they were promoted.

Mr. O'NEILL: Yes, we want to know that also, and if everything has been open and above-board none of these people are going to be hurt, and if it is gone about the right way I do not think it would do any harm to anybody in the service.

[Mr. C. H. Bland.]

The CHAIRMAN: Are you ready for the question?

Some Hon. MEMBERS: Question.

The CHAIRMAN: The question is on the amendment by Mr. Jean, seconded by Mr. Tomlinson, and it is in amendment to the motion by Mr. Green; those in favour please raise their hands.

On a showing of hands: For—10; against—6.

The CHAIRMAN: I declare the subamendment lost.

Some Hon. MEMBERS: No, no, carried.

The CHAIRMAN: Oh yes, I should have said "carried."

Now, gentlemen, I wish to express my appreciation to the *Citizen* for having published the text of the first part of the report of yesterday on the moving picture page, which is the most read. Mr. Doyle, will you please keep this copy of the paper in the records of the committee.

Mr. Bland is your witness, gentlemen.

C. H. BLAND, Chairman of the Civil Service Commission, recalled:

Mr. MACINNIS: I think that Mr. Hartigan made a very good suggestion here yesterday in regard to Mr. Bland's evidence. I think he said that Mr. Bland should be allowed to go on with his statement without any interruptions if it were at all possible, and then after we saw his statement in the record we would have ample time in which to present any questions which we might desire to ask at the next sitting of the committee. I hope that the committee will allow that to be done, because I think it is one way of getting some business done. I think it is a very fair suggestion.

Mr. MCNIVEN: I agree with the suggestion made by Mr. MacInnis, and I would urge that we make it possible for Mr. Bland to complete his statement to this committee.

Some Hon. MEMBERS: Agreed.

The CHAIRMAN: Mr. Mulock told me that he had a question he wanted to ask. He told me what it was and I am going to tell you now so that you will not be surprised when he asks it. Go on Mr. Bland, please.

The WITNESS: In connection with your opening remarks yesterday, Mr. Chairman, you and the committee were good enough to approve of what I was trying to describe as the merit system. I think perhaps I have laid too great emphasis on what I have called sources of irritation in connection with the system, and I would like if I may to make just one qualifying statement at the beginning of this statement on promotions; that with the exception of the somewhat exceptional and minor sources of irritation I want to say to the committee that I think the merit system is operating, and is operating well, because I take it the desire of the committee is to make it operate better.

Some Hon. MEMBERS: Hear, hear.

The WITNESS: But what I am trying to do is not to point out that the merit system is not operating, but exactly the reverse; I am trying to point out that it is operating very well, but these are some of the ways in which the committee can help to make it operate better. I hope I have made that quite clear. If I have, I would like to proceed, Mr. Chairman, with the question of promotions, which to my mind is one of the most fruitful sources of irritation and dissatisfaction in connection with the service today.

The object of promotions, I think you will all agree, is that the most competent employee should be selected for promotion to a vacant position; and coupled with that I think we will also agree that there must be reasonable satisfaction among the employees themselves that fair means have been followed in making a selection and that fair play has been given to all competitors.

The methods that are used at present are as follows: In the first place opportunity is given to all employees to apply for a position for which they are in line. Consideration is given to three factors: length of service, the employee's record in the service or his efficiency, and his fitness for the position that is to be filled. I think it is obvious that the place where you get the best information as to an employee's record and as to his fitness is from the departmental officers under whom he has worked. In addition to that it may be necessary and is sometimes necessary that written or oral or practical tests should be given, as a supplementary feature of the promotion scheme. I am frank to admit that there are several unsatisfactory features in the promotion scheme. In the first place when you are dealing with reports made on human beings you are bound to have the human element come into the report. I doubt if any promotion scheme would be entirely satisfactory, because in the first place if 50 people applied for a promotion and one person secures it, it is almost certain that 49 people are going to be dissatisfied and probably the 50th will be dissatisfied very soon too, because he won't be getting as much as he thinks he ought to get; so, even on that basis of promotion you have grounds for dissatisfaction in promotions. Therefore, the first ground or cause for dissatisfaction is in what we may call the human element. The second ground is that where you do not have a written examination and where you depend upon reports made by individuals in the service you have—although, I am not suggesting that this exists to any large extent—you have nevertheless the charge of favouritism. And in the third place you have the opportunity for other things than merit to come into consideration. The fourth feature of dissatisfaction with it is this, that employees at present do not know fully how promotions are made, because they do not take part in the ratings or reports given by departmental officers, and when employees are in ignorance as to how reports are made they are liable to be dissatisfied because of that ignorance. Another feature which contributes to dissatisfaction in connection with promotions is the fact that frequently an attempt is made in various departments when a vacancy occurs to place some employee in that position without competition, and pending a decision as to the person to be promoted, other employees naturally feel that that employee has been given an unfair advantage. They resent that, and when the examination is finally held if he secures the position there is bound to be doubt and the feeling that it has not been fairly carried out. Another difficulty in connection with promotions—I am sorry Mr. Deachman is not here—is that at the present time in many cases I think the field of promotions is too limited. It is frequently confined to one branch or one portion of a department when in the interest of the service I think a greater degree of flexibility would be very much to be desired, and where it would operate to the efficiency of the service and to the satisfaction of the employees.

That is a general statement as to the unsatisfactory features that exist. I would like, if I may, just to give you a brief picture of the British system, because we hear a great deal about the satisfactory way in which they handle this matter and the efficiency created by the British civil service system.

By the Chairman:

Q. What is that from, Mr. Bland?—A. That is from the report of the British Civil Service Commission, Mr. Chairman.

In Great Britain one feature which is decidedly different from here is that there is much more freedom, freedom between departments. In other words, the service is much more flexible than is ours here. The principal difference is that in Great Britain a "referee"—if I may use the term—in all promotions is the establishment officer of the treasury. He has working with him the personnel officers of the different departments. At the same time, even in Great Britain,

[Mr. C. H. Bland.]

the problem of promotion is regarded as one of the most difficult problems with which they have to deal. I have been in correspondence with the British committee on research work engaged in the study of reports and promotions, and one statement that has been repeatedly made is, we consider promotions to be one of the most difficult if not the most difficult of our problems. I mention that to point out that even with the experience that lies behind the British system, where you have a problem that involves the human element, such as promotions—that you are going to have a long time yet before you get a system that will not to some degree involve dissatisfaction. In other words, I doubt if we can hope for a perfect system, but we can hope for an improvement in our present system, that it may be made more satisfactory for all concerned.

I hardly recognize the opportunity, gentlemen, of going ahead.

I have a number of suggestions, gentlemen. I would like to say frankly at the start, I do not want any credit for them, they have come from suggestions that I have received from various sources, and at various times, and some of them are from our own staffs and some are from Great Britain; some are from departmental organizations, some are from employees' organizations and some from other sources. I offer them for what they may be worth, and in the hope that they may contribute something toward a solution of the problem.

In the first place, I think it might be helpful if in departmental reports, instead of being given as at present by individual officers in a department, they were given by a board of departmental officers; for this reason, we all know that if an individual makes a report he is liable to have that report fitted to what he thinks personally. I am not suggesting that it is political, nor am I suggesting that it is religious or racial, but such a report is tinged and coloured by what a man thinks. I think some of that might be removed if reports were made by a board of say three members rather than by individuals.

In the second place, I think it would be wise if the committee were to consider the desirability of maintaining, as is maintained in large degree in Great Britain, a system of efficiency records of the different employees in the service, so that instead of depending on departmental officer's report at a time when a position becomes vacant there might be available a record of the individual employee's efficiency during the years he has been in the service. There are difficulties of course and objections in connection with that. It means a good deal of work, and it tends sometimes to become a routine operation. But I think means could be devised so that an efficiency system of that kind could be made to provide a very valuable basis not only for promotions but also for salary increases and for general movements in the service.

In the third place, I think it would be desirable in so far as possible that promotions should be limited; that is, persons should not be placed in positions pending an examination; for this reason, you cannot expect employees to feel they are fairly dealt with when one person is placed in a position on a temporary basis pending the selection of a candidate for promotion. They feel that they are not being given an equal opportunity. I am suggesting, therefore, that acting promotions should be limited as much as possible.

I suggest, in the next place, that whenever practicable a written examination on the duties of the position should be set. I do not mean to suggest by that that candidates for promotion should be required to pass an academic examination, or an impractical examination; but I do believe that in the National Revenue Department as an example they set practical examinations for excise officers seeking promotion, an examination which deals with excise work, and they have to pass that examination before they may be considered eligible for promotion to a higher position. I think it makes for efficiency. I think they realize that it is a fair basis of comparison, and I think as a result better promotions are made. I think also that better work is done in that branch on that account than is the case elsewhere. I would suggest that the same thing should be done where practicable in other departments.

In the fifth place I am going to suggest for your consideration that a good deal of dissatisfaction and unfairness in promotions might be obviated and rectified if after a selection for promotion has been made there were to be a brief waiting period before the promotion is confirmed so as to allow appeals of whatever kind there may be from interested parties. If there is an appeal against the exercise of what some of the members have called the family compact, an appeal against favouritism, an appeal against imperfect or partial consideration, a brief waiting period before the promotion is confirmed would, I think, give an opportunity for re-consideration of the promotion, and while it would not involve all cases of promotion it should rectify the most serious injustices and abuses.

I would suggest in the sixth place that for such appeals a rating board should be constituted, or a review board, if you like, on which there should be representatives from the three sides concerned, namely, the departmental or official side, the staff side and the Civil Service Commission.

I realize that it is, or it may be, at any rate, a moot question as to whether or not staff side representations will help; but in Great Britain it does help, and I do not see that it will do any harm to try it here.

I think if the employees feel that they are being shown how things are done, and feel that they have a part in securing fair treatment for themselves, they will give better work, and the efficiency of the service will be strengthened thereby.

In the last place, Mr. Chairman, I would suggest that some consideration in connection with promotions should be given to widening the field of promotions. There is too much of a tendency, in my mind, to restrict action in government circles to small branches and units. I think our service needs to be more flexible if it is going to be more useful, and I suggest that we should consider widening the field of promotion so that the best man available may be chosen.

In brief, Mr. Chairman, that is an outline of my presentation regarding promotions and my presentation regarding proposed remedies. I would be very happy to attempt to answer any questions the committee would like to put to me.

By Mr. MacInnis:

Q. Will you elaborate on what you mean by "widening the field of promotion?"—A. Yes, Mr. MacInnis. Quite frequently a position falls vacant in any branch of a large department. The usual procedure is to fill the vacancy by the promotion of some person who is in the same branch as that in which the vacancy occurs. I think it is desirable that in large departments particularly there should be a wider field of choice.

By Mr. Mulock:

Q. For instance, Mr. Bland, in the case of railway mail clerks, they should have a chance to try an examination for promotion in other departments of the post office?—A. I think that would be a case in point.

By Mr. MacInnis:

Q. Mr. Bland, could you give some concrete examples so that we may have a better picture of the situation?—A. Yes. I rather hesitate to pick out any department, and if I do so I hope it will be understood that I am not criticizing that department. As a matter of fact, I will take the department that frequently does what I consider to be the right thing, the Department of National Revenue. We will say that you have a position vacant in the statistics branch. I think it is better business that that position should be filled by the best available man in the department, instead of restricting it to the best

[Mr. C. H. Bland.]

available man in the branch. I think it is better business from the point of view of the department, I think it is better business from the point of view of the service and from the point of view of the employees themselves.

By Mr. Tomlinson:

Q. Take, for instance, a revenue post office, and a young man is taken on the staff there. He is not allowed under the present rule to qualify for promotion in the postal staff except in that office?—A. That is true.

Q. No matter how clever he might be, he is confined to that small post office. I say "small post office", but it may be a ten thousand post office or a fifteen thousand post office, which is an important item, but he is confined to that particular office and has no opportunity of advancement in the service?—

A. You are bringing into the question the locality preference. I was speaking more particularly, I must admit at the moment, of promotions in the headquarters service; but I do think the same principle should apply, though it is more difficult to apply where the locality preference enters into it.

Q. The reason I bring that forward is that we are in the outlying districts, the better districts, I might say; for instance, the district of London. The postal district of London extends up to Bruce county, but no person in Bruce county has the privilege or opportunity of being promoted from any little office there, although he may be very clever—and I will say they are just as clever in that particular county as in any other county—but we have no opportunity of applying at the London office. I think that is Mr. Deachman's argument.—

A. It is. That is my suggestion too. I think the service would improve in efficiency if it were treated more on business lines, or bank lines, if you like, so that there might be freedom of movement within a large department such as the Department of National Revenue, where good men might come in and feel if they give good service they may have a chance to move upward.

Q. In other words, there is nothing to prohibit a bank manager who might be up in Port Elgin from going to Toronto as a bank manager? There should be no restriction as to the work of the government?

Mr. O'NEILL: Mr. Chairman, are we not confusing revenue post offices with staff post offices? A man who gets into the revenue post office, no matter how clever he might be, probably gets in there by some means other than by the merit system; then after he gets in there you want to promote him on the merit system.

The WITNESS: At the present time members of the staff of revenue post offices are not eligible for promotion, so that they do not enter into the picture. Promotion only applies to recognized permanent civil servants.

Q. Mr. Tomlinson brought up the point of some very smart young fellow in a revenue post office getting promotion?—A. That can only occur when it becomes a staff office.

By Mr. MacInnis:

Q. You mentioned the statistical branch of the Department of National Revenue in connection with a promotion occurring there. Supposing there was no one in that branch suitable for promotion, what would be the procedure then?—A. The position would be filled from other branches of the department. That is the procedure at the present time. I am suggesting that the department as a whole might be regarded as a unit rather than as a set of water-tight compartments.

By Mr. Fournier:

Q. By competitive examination?—A. Yes.

Q. Do I understand that ratings are not given every month by the chief of the branch to the employees?—A. In the Department of National Revenue ratings are compiled once a year and kept. In certain branches

of the post office department ratings are compiled; but in the service as a general thing ratings are not kept, as you suggest. My suggestion was that some consideration should be given to the desirability of keeping those records and having them available for use when required rather than making them only when a particular position is in question.

Q. Would not this be a proper suggestion to the departments; that the ratings should not be made just by one man?—A. That is one of the suggestions I was making, yes.

Q. In certain instances the head of a department knows in advance that there will be a vacancy due to promotion; sometimes he will know a year ahead?—A. Yes.

Q. Do you think this high official, having in mind the promotion of one of his friends, would not start bringing down the rating of the other members of the staff?—A. It is for that reason I suggest boards rather than individuals should make the ratings.

By Mr. O'Neill:

Q. Mr. Chairman, Mr. Bland said that as far as possible acting positions should be eliminated?—A. Acting promotions.

Q. Yes, acting promotions. I am absolutely in accord with that, if Mr. Bland would go just a little further. He says, "as far as possible."—A. Leave that out altogether, if you like, Mr. O'Neill.

Mr. O'NEILL: You should eliminate that entirely.

By Mr. Mulock:

Q. Any man that was capable of filling that position, even temporarily, would probably be a candidate for the position?—A. I think the best remedy for the situation is to make your selection on the fair merit basis and not attempt to put the man on the job when the vacancy occurs. That can be done.

By Mr. McNiven:

Q. Suppose the incumbent of the position dies?—A. It will only take a week at the most to make that selection on the fair merit basis. Keep it open.

By Mr. Green:

Q. Not if you hold an examination?—A. Written examinations are very seldom held in connection with promotions.

Q. You have recommended that they be held?—A. I would not recommend that they be held in connection with each case. My suggestion was that qualifying examinations which would be a basis for promotion should be held regularly in departments as is done in the excise department, and only persons who had passed would be regarded as fit for promotion.

By Mr. Fournier:

Q. You would apply the same principle to appointments as you are applying now to promotions?—A. As regards acting promotions?

Q. Yes.—A. Quite so.

Q. You would think the committee would be wise in striking out the four last lines of the second paragraph of section 21?—A. I would hesitate to recommend striking out any lines until it had been well discussed; but I think you have a point that should be considered and discussed.

Q. The part of the section I had in mind reads: "If necessary to prevent any serious interference with the public business, but not otherwise, may fill the position at once by making a temporary appointment as prescribed herein". That is terrible.—A. That is the next point I was going to take up. But you

[Mr. C. H. Bland.]

will admit this, Mr. Fournier; the Civil Service Commission of Canada, after all, is a big machine, a big business machine. You cannot make it so restricted that you cannot make it run. In other words, it has got to be made to run, and that is why I put in the words "so far as practicable".

By Mr. Tomlinson:

Q. To come back to caretakers and small positions, if a man dies and there are no other employees or assistants, you are almost compelled to appoint an acting man?—A. That is why I would hesitate to strike out those lines without considering those cases.

By Mr. Betts:

Q. There was a term that Mr. Bland used which I did not understand. When he was dealing with dissatisfaction in connection with promotions, I think he said that one cause for dissatisfaction was that the employees did not participate in the rating?—A. Yes. Perhaps I did not make myself as clear as I might have done. What I meant was that the employees, the sixty thousand people in the service, are vitally interested in their chances for promotion in the service. If they do not understand clearly how promotions are made and especially if they feel that they have not been fairly made, it is not going to conduce to the efficiency and morale of that service, and my feeling is that all cases of promotion, particularly in appeal cases, the employees themselves should be given a chance to see how the system works and to make representations if they feel it is not working fairly.

By Mr. Tomlinson:

Q. Would that add to the cost?—A. I do not think it would add to the cost materially, no. I do not suggest, of course, that a representative of an employees' organization should necessarily be a rating officer or make reports. My suggestion is that the employees' organization, if they feel that something has not been done fairly, should have the chance before it is too late to lay before the commission their complaint and have it looked into.

By Mr. Boulanger:

Q. Who would appoint the employees' representative?—A. The employees themselves.

Q. Have they unions or syndicates?—A. Yes, they have employees' organizations.

Q. What are they?—A. There are quite a number of them.

Q. There is not one general union?—A. There is not one. I believe, Mr. Chairman, that they have made application to be heard before you. Doubtless, they will touch upon this point too.

By Mr. Mulock:

Q. Up until I believe 1918 you used to print a book giving the list of civil servants and their salaries?—A. That is true.

Q. Was that abolished in 1918?—A. 1918 was the last issue.

Q. There is no record accessible to the members of this committee of the sixty thousand employees and their salaries?—A. No, there is none at the present time.

Mr. McNIVEN: Except the auditor-general's report.

The WITNESS: That does not contain everything.

By Mr. Glen:

Q. In connection with section 21, sub-section 2, you spoke about the flexibility of the Act.—A. Yes.

Q. In order that it might be better handled. The flexibility of the Act is extended much beyond what it should be in that last paragraph.—A. I realize what Mr. Fournier says, that there is a great deal of difficulty, or a certain amount, at any rate, caused by that.

Q. You say that the committee might consider an amendment to the Act whereby these examinations which you spoke of in the Department of National Revenue could be made subject to review by a board, not composed of one party, and certainly not composed of the officers of that department, but that a board of review would meet that difficulty?—A. I think it might help a good deal, yes.

Q. Would it not, as a matter of fact, Mr. Bland, get away from that question of patronage within the service that we were discussing so much this morning?—A. I think it would help to.

By the Chairman:

Q. Mr. Bland, when was the merit system mentioned first?—A. Before my time. I am afraid, Mr. Chairman, I could not tell you that. I can recall a speech of William Ewart Gladstone of 1853.

Q. But here in Canada?—A. I should think, Mr. Chairman, probably around the early 1870s. The first committee was held in 1877, and I think in the early seventies. That was probably the beginning of the term.

Q. It was just mentioned at that time?—A. Yes, sir.

Q. Is there always an examination held for a promotion?—A. A written examination?

Q. Yes.—A. No, sir.

Q. It is just the rating that serves for the promotion?—A. The rating supplemented by a written examination in a minor number of cases where they are very close in rating, or where some other factors enter into the situation.

Q. Who makes the ratings?—A. The ratings are made by the department officers.

Q. And the minister cannot secure any promotion for anyone in his department except on the recommendation of one of his officers or through the treasury board?—A. The Act at present provides that promotions shall be made by the commission; but, of course, that is always subject to a change in status being made by inclusion in the estimates.

Q. But supposing you are a minister of any department and I am under you as one of the employees of your department, and suppose that I deserve a certain promotion, would I have to get in touch with you about it or would I have to mention it to the chief of my branch or to the deputy minister or anyone else?—A. No, sir, you would not need to get in touch with me as the minister. Your efficiency in the service would reflect itself in the report of you given by your chief, and that would be sufficient to secure your promotion.

By Mr. Spence:

Q. Supposing he did not stand in right with the chief of the department, what would happen to him?—A. That is one of the things you are trying to cure. You are speaking of favouritism?

Q. Yes.

By the Chairman:

Q. But it is done mostly on the report of the chief of the branch?—A. Yes, sir.

Q. And those under him must rely on him for promotion?—A. It is for that reason I was suggesting that instead of relying on an individual we should have a board.

[Mr. C. H. Bland.]

Q. Mr. Bland, will you please refer to this Hansard report at page 1303?—
A. Yes, sir.

Q. There are promotions for many employees of the Civil Service Commission. This is in a copy of Hansard dated March 18, 1936. Fourteen employees of the Civil Service Commission are mentioned. I will not mention their names.—A. Yes, sir.

Q. And on March 18, 1936, very few had received promotion in the civil service?—A. I do not know as to that. I do not quite get the import of your question. Very few have received promotions?

Q. I mean that for several years promotions were cancelled, they were suspended?—A. Oh, yes, that is true.

Q. And this was the first bunch of promotions that came through?—A. I think that is probably true, yes.

Q. Because they were granted by order-in-council on December 19, 1935, before the end of the year?—A. Yes, that is true.

Q. Therefore, fourteen persons of the Civil Service Commission got their promotions ahead of anybody else?—A. In another department, do you mean?

Q. Those were the first. Were they the first promotions that were granted?—A. In all the service?

Q. After the period during which promotions were cancelled?—A. The first promotions granted in the service? Just let me get your question clear.

Q. No, no. For a time, promotions were cancelled?—A. That is true, yes.

Q. And I want to know if that bunch of promotions, that bulk of promotions, happened to come before other promotions in the service?—A. Oh, no, not at all.

Q. Not at all?—A. No.

Q. In other departments there were promotions for the year 1935 before the 19th of December?—A. I think so, certainly.

Q. Can you say?—A. I can find out.

Q. Would you do that?—A. Certainly.

By Hon. Mr. Stewart:

Q. One question there, I think, will clear it up. When is an order-in-council required for a promotion?—A. An order-in-council is not required for the promotion itself, but it is required if the promotion results from the changing of classification of a position.

Q. Exactly.—A. In other words, an order-in-council is required for what we call a re-classification, but not for the promotion.

Q. Not for the ordinary promotion at all?—A. Quite so.

Q. That is what I wanted to make clear.

By Mr. McNiven:

Q. Is the order-in-council required if there is no increase in salary?—A. The order-in-council is required if the position has its classification changed. I hope I did not get too technical, but it is hard to keep away from technical terms. If what we call the organization of a department,—namely, the number and kind of positions in the department—is changed, that requires an order-in-council; but the placing of an employee in a position, from one position to another, does not require an order-in-council. Does that make it clear?

Q. Yes, thank you.

By the Chairman:

Q. And looking at that page, will you please explain why, after some names, there is no immediate increase and after others there is an increase, an immediate increase?—A. Yes. That arises from the fact that what has happened in these cases is that there has been a change in classification. You will notice that is referred to in the preamble.

Q. Yes.—A. And the regulations governing changes of salary due to reclassification have certain provisos governing the actual salary differences received. In some cases hence there would be an increase and in other cases there would not be.

Q. Looking at no immediate increase— —A. Yes.

Q. —it means an increase twelve months after December 19?—A. Yes, that is right.

Q. And, therefore, it is nearly always the same thing, when some one is marked for promotion the increase is twelve months from the decision reached about it?—A. It sometimes happens that way. It depends on the rate which the person is receiving at the time. If the rate is the same as that in the new class, there is no change. If the rate is not the same, the employee goes to the next highest rating.

Q. And the commission has got in touch with the Treasury Board where each case was to be submitted to the board, the Treasury Board being dealt with by the commission?—A. Yes.

Q. What was the answer?—A. In all these cases authority was given by the Treasury Board for the changes suggested.

Q. Therefore the Treasury Board is vested with that authority?—A. Yes.

Q. And about the exchange of positions—at times were they approved, provided that the Treasury Board approved of the removal expenses?—A. Well, the question of removal expenses is one that is dealt with entirely by the Treasury Board, not at all by the Civil Service Commission.

Q. And the transfers are usually made when there are no eligibles?—A. Not always, Mr. Chairman. A transfer may be made by the recommendation of a department in the interest of the department, even if eligibles are available outside of the service.

Q. What do you mean by the department? Do you mean by the chief of the branch or the deputy-minister?—A. I mean the deputy-minister, as far as we are concerned; although I agree with you that he frequently acts upon the report of the chief of the branch.

Q. Is it your recollection that, in the Department of Agriculture, satisfactory performance of duty was considered evidence of sufficient bilingual qualification?—A. It is not to my knowledge. If you can give me the case, I will be glad to try to draw the file for you.

Q. I will give it to you. It is the case of Hedgecoe, Agriculture, L.S., 464.—A. Agriculture, L.S.?

Q. L.S. 464?—A. I will draw that file for you.

Q. And were promotions antedated for Miss Hardy in the Justice Department, J-A -52-? Promotions antedated for Miss Hardy. I do not know her.—A. I do not either. I will get that file too.

Q. This is the 22nd of March, 1934, the Justice Department—A-52?—A. If it will be of any help, I would like to point out that a good deal of the uncertainty about these cases, I think, is due to the fact that under a ruling of the Treasury Board, reclassifications in a department are now made as a result of a yearly survey of the department.

Q. Yes. I have another question about Miss Maguire of the National Defence Department?—A. May I just finish that answer?

Q. Yes, of course.—A. As a result of this yearly survey and the establishment of a department, the commission makes recommendations to the Treasury Board with the concurrence of the minister of the department, recommending changes in the organization of the department. If the Treasury Board approves of the changes, it is obvious that in certain cases the change in compensation may only become effective from the date of approval by the Treasury Board; in other cases, it may become effective from a prior date if the Treasury Board so approves.

[Mr. C. H. Bland.]

By Mr. Fournier:

Q. You said the minister; should it not be the deputy-minister?—A. No, the minister. Submissions to the Treasury Board are made only by the minister of the department.

By the Chairman:

Q. At whose request are such promotions made in each department—without mentioning the name?—A. At the request of the deputy-minister of the department.

Q. With regard to the transfer of Miss Maguire of the National Defence Department, C.A.-3024— —A. Miss Maguire?

Q. Miss Maguire of the National Defence Department, C.A.-3024, it appears to have been disallowed on March 12, 1934, and approved sixteen days afterwards, on the 28th of March. I would like to know why it was disallowed and why it was approved and who is responsible for that. I do not wish to put any blame on the commission, but I see interference by somebody in the department pulling the strings.—A. I will be very glad to draw this file and submit it to you, Mr. Chairman.

Q. Is it your recollection that it was decided that an oral examination on duties of office only was required when an appointment is temporary?—A. Well, it is rather difficult for me to answer that because I do not know what is meant.

Q. In one case, on the 17th of April, 1934, and in another case—I could give you more particulars about it—on the 13th of November, 1934, the lowest rated candidate was promoted to stenographer grade 2 because only one qualified on the eligible list. It is the case of P. W. O'Connor?—A. What department is that?

Q. I do not know, but I could tell you.—A. Well, I can look into it, anyway, I think.

Q. Will you please let me have a copy of a letter to the Treasury Board re abolition of positions to which acting promotions have been made? It was on the 26th of January, 1935, sub. 33, volume 2?—A. What is the sub?

Q. Sub. 33, volume 2, January 26, 1935.—A. Right.

Q. Then there is the case of L. J. O. Paradis on the 30th of August, 1935, C-10D-2305. The employee was given a third test to qualify for promotion; if he failed, position to be filled by assignment. He had three chances; and on the sixth of September a third test was allowed to candidates who failed. It gives him quite a lot of rope.—A. I imagine you are referring, Mr. Chairman, to classes for promotion in which candidates were required to prove their educational qualifications for promotion to a higher position.

Q. Oh, it is mostly education that is considered?—A. Yes. This is not entrance to the service. I think this is promotion.

Q. But in that case, Mr. Bland, is the educational qualification rated or mentioned by the department or the commission?—A. In this case, I imagine, Mr. Chairman, it is a case of promotion to what we call a clerical grade, clerk grade 1 or clerk grade 2, in which case the candidate would be required to pass an examination in such subjects as English—or in this case French—spelling and so on. I will have to get the file to be able to answer that.

Q. It appears that the fourth test must have been by some written or oral examination?—A. I think they are all written tests, sir.

Q. Yes. Therefore, it is not the educational qualification that was considered so much as the ability to pass that examination?—A. Well, it was examination on an educational subject, of course.

Q. In 1933, Agriculture, H.A., 28th of November, 1935, veterinary and lay inspector to be transferred only in emergency without reference to commission and bilingual requirements to be observed?—A. I can tell you something about that, if you like.

Q. I will be very thankful to you if you will, because the commission is not at all to blame in that, but I see some possible interference in the matter.—
 A. I recall that case, but I do not know of the others. But in that particular case, we had some difficulty in connection with the transfer of veterinary inspectors to deal with certain outbreaks among cattle. The department was particularly anxious that the inspectors should be moved immediately without delay so as to deal with the outbreaks. Then the question arose as to whether or not they were able to deal with the farmers with whom they were required to deal in the farmers' own language, and we requested the department in such case not to move them until we were satisfied that the veterinary inspector sent would be competent to deal with the particular needs of the district.

Q. I am sure the members of the committee are satisfied with your explanation in this respect, and I congratulate you on what you have done. There was enquiry to be made of the National Revenue Department regarding the leakage of information respecting ratings before promotional competitions are advertised. The date is 18th of February 1936, C-55E-37. I would ask you, Mr. Bland, to let me read the report of that, if the members of the committee have no objections. I do not want to have any names mentioned, and if you will rely on me I will get in touch with you personally. But I find it is most important that the members of the committee should be acquainted with that, without mentioning any names, to see how the leakage happened—and this was a good thing to make an investigation into. Now, on the 12th of March, 1936—promotion may be coincident with permanent appointment if employee could be required to make refund if promotion were delayed. It means that an employee could be promoted and afterwards, if the promotion were delayed, he would have to refund the money.—A. Can you give me the file number?

Q. It is in the Mines Department, Dr. Haycock.—A. Oh, yes.

Q. 113, 12th of March, 1936.—A. I think I would like to show you the file on that one.

Q. No, I do not need the file; but will you please prepare a short statement explaining that?—A. Yes, I will be glad to.

Q. Promotions may be antedated beyond beginning of fiscal year (if in accordance with regulations) provided no increase is involved; National Revenue, H-812, of the 2nd of July, 1936. I would like to have a little more information about these antedated promotions, and I wonder if the increase, the actual increase in salary, does not count from the date from which it is antedated. It says, "provided no increase is involved." No increase is involved in some of the promotions that are mentioned in the answer.—A. I think this refers to cases where an increase itself was not involved; in other words, where the candidate remained at the same salary, simply made the date of promotion effective without an increase being granted.

Q. And there will be no increase in salary for twelve months?—A. No, sir.

By Mr. Fournier:

Q. But there will be at the end of twelve months?—A. Yes.

By the Chairman:

Q. Then, there is Miss Emma Hardy, Post Office Department, promoted to grade 2 without examination?—A. Miss who?

Q. Miss Emma Hardy, Post Office Department, promoted to grade 2 without examination: P.O.-C67-4, on the 7th of June, 1937. I would like to know if she is the same lady as the Miss Hardy whom I mentioned before, J.A.-52, Justice Department.—A. All right.

Your witness, gentlemen.

[Mr. C. H. Bland.]

By Mr. Lacroix:

Q. Mr. Bland, I have before me the marks obtained by a candidate for the position of immigration inspector in Quebec. I noticed that there were eleven entrants in the competition. There was a man named Laval Bouffard who secured the highest marks as far as the written examination is concerned, namely, 90 per cent. The one who was appointed secured the lowest mark, 69 per cent. Now, if I take the mark on the oral examination, the one that secured the lowest mark on the written examination secured the highest marks in the oral examination—96 per cent.—A. I see what you mean.

Q. With respect to that man Bouffard, the case to which I have referred, you sent a man down to Quebec to take charge of the examination, and he did not allow any mark at all, no rating at all to Bouffard, who has the highest mark in the written examination. He gave as his reason for that that he was without any education. I have here a sworn statement establishing that that man is a graduate of the High School of Commerce?—A. Have you got our files there?

Q. No, but I am giving you the information. That is information obtained for you about that. That is the sworn statement, that he is a graduate of the High School of Commerce in Quebec. He did not allow him any mark at all on his oral examination, so that he was at the bottom of the list.—A. I would like to get the file and bring the file and let you see it.

Q. In this sworn statement here he says that the one who was in charge of the examination did not speak French at all. He asked him the following question: "Have you any political influence?" He answered, "No, I have not".—A. Who asked this question?

Q. The one who was in charge of the examination. So I will remit you that information.—A. I would like to see it.

Q. And I will ask you for a statement as far as that case is concerned at the next sitting?—A. I would like to see it investigated, because it sounds very strange to me.

The CHAIRMAN: Are there any other questions, gentlemen?

Mr. BOULANGER: We have only a few minutes left but in that time I was going to ask Mr. Bland if he could give us some information which would explain the difference between a written examination and an oral examination; by that I mean, the difference between an academic examination and an examination held by an advisory board?

By Mr. McNiven:

Q. I wonder if before we leave the question which has just been discussed if Mr. Bland would enlarge on that remark of his about "locality" as it applies to promotions?—A. The question of locality, Mr. McNiven, I think is of significance. The way in which I was making use of the term was in referring to promotions, that there should be an extension of the field from which selections for promotions could be made. That might involve all or a greater portion of the branches and of department headquarters, or it might involve the locality—the postal district, the customs district, or the district for examiners under the Weights and Measures Act, or something like that. The question raised by Mr. Tomlinson brought in another angle of it, that in the light of the provisions of the law preference should be given to residents of the locality, and that preference, of course, is one of the difficult features in connection with promotions. It is not very easy to throw open the Customs Department to the entire Dominion, or even to a district. That might be done, but it is not as easy as it sounds, because if you bring in a customs officer from one locality and promote him to another locality you very frequently get into difficulties. My suggestion was that both at headquarters and outside the field of promotion should be enlarged as much as possible.

Q. That is, if there was a vacancy in the Saskatoon post office and you brought a man from Regina to fill the position you might anticipate some difficulty?—A. We have found difficulty in similar cases in the past.

Q. You don't think there should be any more difficulty in the civil service than there would be transferring a bank manager or a bank accountant say from Regina to Saskatoon?—A. I think it would improve conditions if that difficulty were removed.

By Mr. MacInnis:

Q. To what extent are higher positions in the service capable of being filled by promotion? Is it practicable or feasible to fill higher positions in that way?—A. I think it is practicable to fill practically all the positions of a higher nature by promotion. You might run into some cases in which you would not find men available; but generally speaking the Act provides that vacancies, as far as may be consistent with the best interest of the service shall be filled by promotions.

Q. I had in mind the qualifications for minor positions where possibly conditions would not enable the ordinary civil servant to qualify for the higher position. Do you find that generally it can be done?—A. I do not say that everyone who goes into the service has the necessary qualifications to be promoted and promoted to the top of the service. There are obvious limits. But I do say that generally speaking the great majority of positions, except those perhaps of a technical and specialized nature, can be filled by promotion.

By Mr. Lacroix:

Q. What would you include is called the oral examination, the education, or the physical appearance of the applicant?—A. In the particular case to which you referred there were two phases; there was a combined examination, a written test and an oral test. The oral test included an examination of the candidates from the point of view of their personal suitability for the job of immigration inspector; their physical fitness and their general intelligence as determined by the oral examination.

Q. In that special case, the reason was given—A. I would like to check that up before I answer you on that.

Q. Might I ask another question; you say that you take into consideration the physical appearance of the man. Don't you think that if someone interferes— A. I did not mean to imply that we studied his physical appearance so much as his physical suitability for the work for which he was applying. I think it is obvious that a man should have a fairly good appearance and that he should be able to deal with the public tactfully and be courteous in his demeanour and generally give a good impression of himself as an immigration officer.

Q. So, outside of the oral questions, you are taking into consideration the physical appearance of the applicant?—A. Yes.

Q. Do you think it would be possible that someone might go to the person in charge of the examination and ask him if it were not possible to consider a certain man as particularly well suited for the position—having, I do not know how you say it in English, in French we say “adroit”—that he could get an advantage over others?—A. I think if you were to have our examiners called up before you you would be pretty well satisfied that that kind of thing would not have very much effect.

Q. I am taking your word on that, we will look at it later?—A. Yes, sir.
[Mr. C. H. Bland.]

By Mr. Boulanger:

Q. In that case was the man who conducted the examination a commission man or one from outside?—A. I think that is important. I will be very much surprised if any commission man asked questions of the kind indicated by Mr. Lacroix.

By Mr. Golding:

Q. Now, with respect to the administration branch; the practice at the present time is that if there is a vacancy in the Customs Department, say, an advertisement is made inviting applications for that position; that is it, isn't it?—A. Yes.

Q. And, if it were for a vacancy in Toronto, a person in that city would have the preference?—A. Except perhaps for a senior position, Mr. Golding. The Customs Department has within the last two or three years taken the stand that it is desirable and in the public interest that their senior positions such as collectors, should not be limited to the immediate public but should be open for the district, or in some cases the headquarters as well.

Q. And the appointment opportunity for young people to enter that service would be pretty well limited to the city of Toronto?—A. Yes, it would.

Q. People of western Ontario would have no chance at all?—A. The present practice is to have the field of competition for such positions limited to the field served by the office in question.

Q. Yes. That is what I think Mr. Deachman has in mind too?—A. Yes.

Q. We get a lot of complaint about that—that this is a national service and it seems to me that people up in our section, up there in our counties, have no opportunity of getting into the service?—A. You will have arguments on both sides as to that.

Mr. GOLDING: I quite agree with that. I wanted to make that clear.

By Mr. Mulock:

Q. I wonder if we could have a sample of some of the examination papers in the lower positions in the service; for instance, like customs clerk or letter carrier?—A. I have those ready. I will be glad to supply them.

By Mr. Lacroix:

Q. How could one in charge of an examination fix a limit of 20 minutes as a time within which a certain question should be answered—if he is not even in charge of the job?—A. I quite agree that an oral examination is a difficult examination to conduct; but I think you will agree with me that it would be a mistake to appoint an immigration inspector without having seen him, purely on a written examination.

Q. I quite agree with you; but that is the point where there is some influence— —A. That is just exactly why I would like to get our side as shown in the file and be able to show it to you.

Q. Then, with regard to the written examination, it should not be too difficult, particularly for those who have as you put it, education equivalent to graduation from a high school?—A. Yes.

Q. Then, what applies in these oral examinations is that they are fixed through these three elements; there are the answers to the questions—that "adroit", or tact—and then there is physical appearance, or physical ability?—A. Yes.

Q. That you say is the chief one. If somebody—if the one in charge of the examination is approached by a candidate who thinks he can improve his condition—

The CHAIRMAN: Physical fitness may broaden into a beauty contest.

The WITNESS: I think the value of the oral examination depends entirely on the type of examiner you have. If you have a competent examiner you have a competent oral examination. If you have not, you won't.

By Mr. Boulanger:

Q. In this particular instance it was stated that the examiner did not speak French, and the principal candidate did not speak English; how could an examiner who was not able to talk with the candidate conduct such an examination competently?—A. I doubt if that would be true. I am sure it would not be true in the case of a commission examiner, but I would like to check it up.

The CHAIRMAN: There is the case of Miss Fisk: In that case there were two girls successful in the examination, two French-speaking girls who were supposed not to know English, and Miss Fisk was not supposed to know French; and the French girls were eliminated because they did not know English, and the report of the departmental official who was not able to speak anything but English to them was that Miss Fisk had learned English by a tutor and therefore was qualified. The position called for a bilingual person.

The WITNESS: I would like to make it very clear that all commission examiners who conduct examinations in Quebec are bilingual. I do not think there is any question about that; and they are well able to converse in French.

The CHAIRMAN: In that case they were making a report to the department also.

The WITNESS: That might be so.

Mr. MACINNIS: Did Mr. Bland finish his statement?

The WITNESS: I have finished the statement on promotions. I have now three or four other points I would like to bring up.

The CHAIRMAN: Mr. Boulanger asked a question. You probably will not have time to answer his question.

Mr. BOULANGER: It was about examinations.

The CHAIRMAN: Possibly you might be able to answer the question Mr. Boulanger asked.

The WITNESS: The distinction I wanted to make was the distinction between a written examination and an examination by what we call an advisory examining board. In a written examination the candidates write under an identification number the given questions and the answer paper is revised and marked by the examiner of the commission, and the examination results are then compiled in order of merit, and according to those marks an eligible list is established. Under the advisory examining board the written examination does not enter the picture.

By Mr. Boulanger:

Q. It is oral?—A. First of all there is an examination of the statements of experience of the candidates. It frequently involves an oral examination afterwards of those who have been selected as the best qualified among those who have applied. An advisory examining board consists generally speaking of a representative of a business or scientific organization who is an expert in the particular line of study, or line of duties involved. There is also a representative of the department concerned and one or more representatives of the examination branch of the commission. They constitute the advisory board with the addition that a representative of the Canadian Legion is privileged to be present and observe proceedings. The first step is to set up a scheme of examination to be followed in scanning the applications of the different candidates. Then they go over the applications and the statements of experi-

[Mr. C. H. Bland.]

ence given by the candidates—all of which are sworn—and assign to each what they consider to be a relative mark. They may then select the most suitable, or the most likely of these candidates and call them for oral examination, or they make a recommendation to the commission based only on a review of the applications.

Q. But the advisory board comes after the written examination?—A. Not always. In the case of technical positions—if we are selecting a metallurgist for the Department of Mines, I think it will be agreed that a written examination is not the best method of examination—in a case of that kind an advisory board consisting of one or two metallurgists and scientific men might go over the applications considering the experience and technical qualifications of the applicants and make a report on them.

Q. The written examinations are prepared by commission staff?—A. Yes, sir.

Q. And the papers of the applicants are reviewed by examiners in the examination branch of the commission?—A. Yes.

Q. Coming back to examination by what you call advisory board, I would like to have your views about the complaint we hear so often, that the representative of the department concerned on the board has the biggest say, that he is the man who practically decides?—A. I would say just the opposite, Mr. Boulanger; for this reason, the outside men, these experts from outside are there just to make sure that an impartial ruling will be given. The departmental man is usually the one who has the least say in the matter. I would say that generally speaking the departmental man is anxious to secure the best man he can get; but he certainly does not have the only say on the advisory board. I would be very glad if you would attend the sitting of one of these boards and see how they work.

Q. There is something else I would like to ask you, and I hope you won't think there is anything personal in this, we have heard that sometimes silly questions are asked at examinations. A case was mentioned just a moment ago, the position was that of a truck man, and they asked the candidates the depth of some river in Patagonia—the Rio Negre—or something like that?—A. I never heard of such a question being used; if it were asked it was certainly a silly one.

Q. Another one which came to my attention was in connection with an examination for a letter-carrier in Joliette. I am told there was a question in that for which an average of five marks was allotted and it was to this effect; a train leaves Ottawa at 9 o'clock and reaches Toronto at such-and-such a time, say three o'clock in the morning, and on the way it stops two hours at Smith Falls; what is the speed of the train—or something like that?—A. I do not recall that.

Q. Or what was the age of the conductor?—A. I would not admit, Mr. Boulanger, that "age of the conductor"; but I would like to tell you this, that examinations for positions such as letter-carriers, mail porters and the like, should be essentially practical—

Q. I understand that the spirit if not the letter of the law is that questions should be relevant and practical?—A. I agree with you on that. I was glad Colonel Mulock asked for sample papers. I shall be glad to have them supplied for the use of the committee, and I think it will be found that they are essentially practical.

By Mr. Mulock:

Q. I thought we could have two or three lists of papers for letter-carriers. I did not want to mention any of these questions of the type Mr. Boulanger brought up, but I think the committee would be interested in seeing some of these papers?—A. I shall be very glad to get them.

The CHAIRMAN: Gentlemen, it is 6 o'clock. I have two things to ask you. What shall we ask Mr. Bland to speak about at our next sitting.

Mr. MacINNIS: Would you leave that to Mr. Bland?

The CHAIRMAN: What do you suggest, Mr. Bland?

The WITNESS: Not very much. I have a few suggestions in connection with matters which I think would be of interest to the committee. I mentioned them at the last session and I might mention them again. I have the question of local preference, one thing. The question of replacement, temporary selections, or acting appointments, is a pertinent topic. Then, there is the question of a probationary period, or the culling out of unsatisfactory employees. Then, there is the question of the supervision of training and welfare. When I have gone over those I think I will have pretty well finished as far as I am concerned.

The CHAIRMAN: How long would it take?

The WITNESS: That just depends on how long I get.

By Mr. Cleaver:

Q. I have just one question I wanted to ask before we adjourn; it is, is any record kept as to whether the recommendations of these advisory committees are unanimous, or as to whether there is disagreement among them?—A. That would be in connection with the advisory boards, would it?

Q. Yes.—A. Yes. The file shows distinctly whether there is agreement or disagreement.

Q. Can you give us any reasonably accurate estimate as to what percentage of the appointments are made on unanimous recommendation?—A. I should think about 98 per cent.

The CHAIRMAN: Now, gentlemen, when shall we sit again? Shall we sit to-morrow, which is Thursday—say to-morrow afternoon?

An Hon. MEMBER: In the morning.

The CHAIRMAN: Shall we say to-morrow morning at eleven o'clock?

Some Hon. MEMBERS: Yes.

The CHAIRMAN: Will that suit you, Mr. Bland?

The WITNESS: If you will give me a little latitude on these files.

The CHAIRMAN: Yes. When will I get that chart?

The WITNESS: They are being printed now. I think they will be ready pretty soon.

The committee adjourned at 6.05 p.m. to meet on Thursday, March 31st, at 11 a.m.

SESSION 1938
HOUSE OF COMMONS

CA1 XC 2
38058

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 8

THURSDAY, MARCH 31, 1938

WITNESS

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

THURSDAY, March 31, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present were:—Messrs.,—Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Elliott (*Kindersley*), Fournier (*Hull*), Glen, Golding, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart, Tomlinson and Tucker.—20.

In Attendance:—

Mr. C. H. Bland, Chairman, Civil Service Commission;

Mr. A. Potvin, Commissioner, Civil Service Commission;

Mr. J. H. Stitt, Commissioner, Civil Service Commission.

On motion of Mr. Glen,—

Resolved,—That the 12 Minute Books of the Civil Service Commission which they produced be returned.

Mr. C. H. Bland, Chairman, Civil Service Commission, was recalled and further examined.

The Chairman requested Mr. Bland to produce a list of rulings of the Department of Justice during the last five years respecting the Civil Service Act, and also a list from the Organization Branch of the Civil Service Commission of all departmental officials with whom they have had consultations respecting appointments and promotions; also numerous files as indicated in the evidence.

The Clerk was instructed to request the Deputy Minister of Finance to submit a list showing the titles of all rulings of the Treasury Board in the last five years with respect to the Civil Service Act.

Witness retired.

The Committee adjourned to meet again Friday, April 1st, at 11.00 o'clock, a.m.

J. P. DOYLE,

Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 31, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m. Mr. J. F. Pouliot, the Chairman, presided.

The CHAIRMAN: Gentlemen, we shall proceed with our meeting this morning. The twelve books that you see on the table here are minutes of the Civil Service Commission for the last few years. How many years, Mr. Bland?

Mr. BLAND: Only about three or four years, Mr. Chairman. I should think we have ten times that many at the office.

The CHAIRMAN: Now, gentlemen, you have seen the picture. It is humanly impossible for any one of us to go through them. It is with the best intention in the world that they are produced this morning.

Mr. McNIVEN: There is the Easter recess.

The CHAIRMAN: During the Easter recess I am going to take a little holiday, and I think every member of the committee is entitled to a good holiday. I think it would be fair to return the minutes to the commission, if it is your pleasure. I should like to ask somebody to make that motion.

Mr. GLEN: I would move that the minutes be returned to the commission.

The CHAIRMAN: Now, gentlemen, before we proceed, let me tell you one thing.

Mr. BLAND: May I interrupt? May I move my chair so I can see the chairman?

The CHAIRMAN: We will move these minutes somewhere else.

Mr. SPENCE: I am disappointed. I thought you were going to read the whole thing yourself.

The CHAIRMAN: Well, Mr. Spence, I must tell you that I enjoy a talk with you much more than reading these minutes.

Now, gentlemen, this morning I have one word to say to you, and it is not in the way of boasting, it is in the way of telling you that at times I work hard, and at times I am rather abrupt. But do not take more out of my remarks than is in them. For instance the other day I was a little abrupt with Mr. MacInnis and with my very good friend Mr. Glen, and since then I have been filled with deep remorse. On the other hand, gentlemen, I have to keep order here, and it is very hard to do it at times. In fact, I am most reluctant to bring anyone to order.

Mr. SPENCE: That did not seem to bother you much the other day.

The CHAIRMAN: Yes; I was all wrong in that.

Now, gentlemen, we shall proceed this morning. I have one other thing to mention to you. Some one of you may have been surprised at the questions that I asked Mr. Bland yesterday. The questions I asked him were taken from this book, which belongs to the commission, and which contains rulings of general importance, and rulings in the case of positions, and to give you an idea of what is in it I may say that this book was obtained from the commission, was it not, Mr. Bland?

Mr. C. H. BLAND recalled.

By the Chairman:

Q. Is this book from the commission?—A. I do not know what it is, Mr. Chairman, I have not seen it before. I should judge, Mr. Chairman, that it is an index of rulings in connection with what might be called matters of policy and routine matters.

The CHAIRMAN: Therefore I find this book most precious; and to give you an idea what it contains I will read you the general title. The first title is, "Appointments, Civil Service Act, Civil Service Commission, Investigation, Eligible lists, Evidence, Examinations, Leave, Organization, Regulations, Resignations, Retirements, Organization salaries, and Census"; and the first part of it above "Civil Service Act" there appears, appointments, sub-titles, age limits, date of appointments, eligibility, order of merit, locality preference, local selection, miscellaneous, and so on. Then, general, sections 22, 33, 34, 35 and 40, appointments subject to physical fitness, temporary appointments and vocational training. All these matters are matters which come under the scope of the operation of the Civil Service Act, as introduced by Mr. McNiven yesterday. It then deals with other matters, for instance, the Civil Service Act amendments, attendance, registration, inquiries, interpretations, rejections, etc. Gentlemen, it would take a few sittings to go through this book, and I would suggest that after a summary of a ruling is read any member of the committee could rise and ask questions on it. That is the only way, it seems to me, that we can proceed with any order. We have done very good work in the past, but we can do better, I presume, with this book.

Gentlemen, the three commissioners are here to-day to give evidence in turn on each topic. I presume when Mr. Bland has given his evidence the other commissioners can give theirs; but as the younger commissioners, Mr. Potvin and Mr. Stitt have been acting in that capacity for only the last two and a half years they are not in a position to give us as satisfactory explanations of each of these topics as Mr. Bland. What is your pleasure, gentlemen? I submit it to you.

The WITNESS: May I interject a question?

The CHAIRMAN: Yes.

The WITNESS: May I look at that book before we proceed so that I will have an idea what we are dealing with?

The CHAIRMAN: Yes. I have just received a letter from Mr. Foran. It is quite long. I shall read it first and then I shall submit it to the committee privately before dealing with it in public.

The WITNESS: May I interject another word?

The CHAIRMAN: Yes.

The WITNESS: This book, which I now see for the first time, appears to be an index of extracts from the minutes of the commission so that reference may be made when desired to decisions of the commission on matters of policy, which obviously involves the policy of the commission, I imagine, from the time of the commission's inception. In other words it is an historical index of decisions on matters of policy. While I am too happy, Mr. Chairman, to be of any assistance, I should like to point out that from the index it would be almost impossible to discuss at length the question involved.

The CHAIRMAN: No, Mr. Bland, that is not what I meant at all. What I mean is that that index will be an agenda for us to deal with each case. If you are not ready to give a reply at once, you may give a reply after the Easter recess.

The WITNESS: I am at your service. I shall go right through the whole book, if you like.

The CHAIRMAN: Will you please give it to me?

The WITNESS: Yes.

[Mr. C. H. Bland.]

Mr. MACINNIS: On a point of order, yesterday afternoon when we adjourned we had decided that Mr. Bland would proceed with the balance of his statement to the committee. I believe that we should not depart from that order of procedure to-day. Now, I have no objection to the outline of procedure suggested by the chairman; but we appointed at the beginning of our sittings what we termed a steering committee, or a sub-committee, and that all matters should be referred to that sub-committee, so that we could go into them and decide the agenda from day to day. I think that would be the more reasonable way to proceed, and I think to-day we ought to proceed along the lines decided last evening.

The CHAIRMAN: Well, gentlemen, I am in your hands. Of course, I just made a suggestion to you. It is for you to decide whether Mr. Bland will make suggestions or whether you will proceed along the lines I suggest. I am at your disposal.

Mr. McNIVEN: Undoubtedly Mr. Bland has a statement prepared. His line of thought is going to be interfered with if we go off on another course of action; I think it would be well to proceed as we suggested last night.

The CHAIRMAN: Is that your pleasure?

Mr. GLEN: I think the suggestion made by Mr. MacInnis is very proper. There are so many things I do not know that I have just got through my head exactly what it will mean. I would hate to have the committee's time occupied by something that is not material as to policy. I think the suggestion is good. It might be proper for the steering committee to go into it first of all, and if we can arrive at concrete proposals in regard to the matters contained in that book we may submit them to the committee.

The CHAIRMAN: Mr. Glen, we might listen to Mr. Bland's statement, and afterwards if it is your pleasure we might proceed along the lines I suggested. You may judge for yourself whether it is worthy of continuing with it or not.

Mr. GLEN: Yes.

The CHAIRMAN: Moreover, when rulings are mentioned a member of the committee will have the opportunity to ask questions. This book contains subject matter of interest to all.

By the Chairman:

Q. Mr. Bland, before we proceed, may I ask you three things? May I first of all ask you for a list of the rulings of the Department of Justice with regard to the Civil Service Act, all the rulings that you have received, the titles of all rulings that you have received from the Department of Justice during the last five years. It seems to me to be fair to ask for two and a half years during which time the Liberal government was in office, and two and a half years during which time the Conservative government was in office. Will you please tell the members of the organization branch to supply the committee with the list of the departmental officials whom they have met officially during the last year. Where can we get a list of the rulings of the Treasury Board?—A. I think you will have to apply to the Treasury Board itself, Mr. Chairman.

Q. Yes. Do you receive any instructions from the Comptroller of the Treasury?—A. No, sir. The instructions, if you might call them so, from the Comptroller of the Treasury come in the form of Treasury Board rulings, issued by the Treasury Board itself.

Q. By whom are they counter-signed, by Mr. Clark or Mr. Sellar?—A. Mr. Ronson, acting for Mr. Clark, generally. Mr. Sellar is the Comptroller of the Treasury and operates under the Minister of Finance; but the directions regarding financial matters coming under his control would be issued as a direction by the Treasury Board itself.

Q. Therefore, it is the Department of Finance which communicates with the department of the Civil Service Commission?—A. Yes, Mr. Chairman.

Q. Gentlemen, is it your pleasure that Mr. Doyle should get in touch with Mr. Clark in order to have the rulings or the subject matter of the rulings of the Treasury Board with regard to the Civil Service Commission during the last five years given to us?

Mr. McNIVEN: How voluminous will they be?

The CHAIRMAN: We just want the title of each ruling in order to know on what points the Treasury Board has given a decision. It would not be very long.

Mr. MULOCK: May I ask—

The CHAIRMAN: Is it agreed to?

Mr. GLEN: That is all right.

The CHAIRMAN: Thank you. Will you please let me have it. I am not in a rush for the information from the organization branch and the rulings of the Department of Justice. We can have them after the Easter recess.

The WITNESS: We can have it very speedily. I should like to hand you the book of charts you asked for to-day.

The CHAIRMAN: Thank you very much.

By Mr. McNiven:

Q. What is that book?—A. A book of charts of the different organizations.

Mr. MULOCK: I should like to ask a question about one of these rulings, while you are at it.

The CHAIRMAN: Yes.

By Mr. Mulock:

Q. Mr. Bland, when you are obtaining these rulings would you be good enough to give the committee a statement as to whether the commission claims or does not claim the statutory exemption of returned soldiers, their age limits, is applicable to cases where there is no definite retiring age?—A. I do not recall the exact question having been submitted, but I will endeavour to identify it and let you have it.

The CHAIRMAN: Is it understood, gentlemen, that after Mr. Bland is through with his recommendations and after questions are asked about them, that we will start on the other matters. Go on Mr. Bland.

The WITNESS: I think, Mr. Chairman, if the committee will be good enough to give me half an hour I can finish the various points I want to submit to it, and after that, of course, as I said before, I shall be glad to try to answer any questions I can with reference to it.

Mr. GOLDING: Without interruption.

The WITNESS: The first point, Mr. Chairman, is with reference to the question of locality preference provided by the Civil Service Act. The law itself, section 21, sub-section iii, of the Civil Service Act, provides:—

Except as to appointments to positions in the headquarters of the several departments and other portions of the civil service at Ottawa, the appointments to any local positions in any province shall, so far as practicable, be made from bona fide residents of such locality.

After for a period of at least one year immediately preceding the date last fixed for receiving applications for such local positions.

From that you will observe that there is practically a mandatory order that in local positions or positions apart from headquarters at Ottawa, persons to be appointed, must if available have been resident of the locality for the one year

[Mr. C. H. Bland.]

immediately preceding the time limit for receiving applications. There are two points in that to which I should like to direct your attention; the first is that the terminology of the law with reference to what is meant by locality or local position is not particularly clear; and the second is that once the question of locality has been settled it is a mandatory provision, not a discretionary one, that preference shall be given to the locality. The question of locality arises so frequently in connection with civil service appointments that I think the committee might be interested in knowing how locality is interpreted at the present time.

Generally speaking locality in positions outside of Ottawa is interpreted with reference to the field of service in which the employee to be appointed will work. In other words, it is a varying clause. For example, in a small position such as light keeper, or caretaker or something of that kind the locality is restricted to the immediate locality. In positions of a little higher category, for example, customs examiner, locality is extended to the district served by the office. In other positions going up a little further in the scale, such as inspectors who travel over a portion of the country, the locality is again extended to cover the country over which they travel and which they serve; and going again still higher in positions that might cover the province, the locality becomes the province rather than the immediate locality. It might even go beyond the province and become part of the whole Dominion in the case of such positions where the qualifications may be peculiar, and where a man may serve throughout the country. Consequently you will see that locality is an elastic term; and I think it would be in the interest of good administration and clear understanding if this committee would think over the question of locality from the point of view from which I have spoken and let the commission know whether it meets with their approval as the satisfactory and sensible way to proceed.

Then, in the second place, I should like to point out one difficulty that occasionally arises as a result of the mandatory phrasing of the law. I recall one case, a postal employee, who had passed an examination and who had resided in the locality, had been a "home-boy"; in other words he had lived there all his life until one month prior to the time limit for receiving applications. Under the mandatory phrasing of the law you will observe that he was not a resident for the twelve months immediately preceding, and consequently under the mandatory phrasing of the law he could not be regarded as eligible for appointment. Obviously that created dissatisfaction in his mind and in the minds of the residents of the particular town, and was regarded as an unfair procedure for the commission to take.

I am pointing out the commission under the law, as it now stands, has no option but to take that stand. My suggestion, if you will permit me to make one, would be that consideration might be given to the changing of the words "as far as practicable," to the words "as far as consistent with the best interests of the service"; because there are exceptional cases where a bona fide resident who has been away for a short period is excluded under the first ruling, who might be included if the wording were changed. I will give you another case that occasionally causes trouble. As you know, many of our Canadian nurses in training go to the United States to complete their training and sometimes stay for some years or some months doing post-graduate work. In our Canadian military hospitals the nursing staff is obviously recruited from Canadian nurses. We have had quite a number of cases where Canadian nurses, born and brought up and trained in Canada, who have gone to the United States to complete their training or take employment there who have not been able to return to Canadian positions because of the fact under this clause of the law they have not been residents of Canada for the year preceding the time for the examination. I suggest, therefore—

By Mr. Boulanger:

Q. They did not lose their Canadian domicile by doing that?—A. No, but their Canadian residence.

By Mr. Mulock:

Q. They have to be back for a year?—A. I suggest, therefore, gentlemen of the committee, that you would help the situation by considering the word "locality" in the various catagories that I have mentioned; and in the second place if the committee considered the desirability of removing to some degree this mandatory feature, allowing the commission to provide some elasticity in particular cases such as those I have cited, it would help matters considerably. Is there any question on the locality preference, gentlemen, before I go ahead with the next point?

By Mr. Boulanger:

Q. Why not put "domicile" in the Act instead of "residence?"—A. That may improve the thing, Mr. Boulanger.

By Mr. Mulock:

Q. You dealt with some examples. How do you determine locality in the case of competition for the position of postmaster in a small town or village? I am not talking about the larger towns and the cities. I am talking about the small towns.—A. In those cases we interpret locality to mean the patrons of the office in question.

Q. Well, now, you mean the people within the borders of the municipality or do you mean the people who may receive rural mail delivery from that post office?—A. We have had very few cases where rural mail delivery was considered; but in such cases where a rural mail route is contingent upon that post office we have regarded that as patrons of the office. Would you give me your feeling in the matter?

Q. I want to get the present ruling in the matter.—A. Would Mr. Tomlinson give me his opinion?

Mr. TOMLINSON: I was just going to mention the fact that it is rather difficult for the commission to appoint a postmaster strictly on the ruling that it must be within the small town limits or even served from the post office on the rural mail, because sometimes the arrangement of the rural mail services comes within a mile or two of that particular point, but from another office.

The WITNESS: That is true. That is one of the difficulties that arises.

Mr. TOMLINSON: Yes, that has arisen.

The WITNESS: It does happen. Occasionally a man on a rural mail route immediately contingent to a town is served on that rural route from another town. That, of course, creates complications that occasionally give rise to difficulty.

Mr. TOMLINSON: In my opinion the commission should certainly have the privilege of using their judgment as to that particular term "locality."

The WITNESS: That was my suggestion, Mr. Tomlinson. I think we could give better service if we had a little more discretion in the interpretation of the word "locality."

Mr. TOMLINSON: There is no doubt about it.

Mr. GOLDING: I believe it would be a good thing to have Mr. Bland make these suggestions and recommendations. I believe he should go right ahead, and we can study these matters before we have another meeting.

The WITNESS: Mr. Chairman, if you approve and if the committee desires, I will be glad to do that. I think it might be helpful if I summarized these recommendations and suggestions I have made in written form so that the committee may have them for study.

[Mr. C. H. Bland.]

Some Hon. MEMBERS: Hear, hear.

The WITNESS: Mr. Cleaver had a question.

Mr. GOLDING: We can deal with them at another meeting.

By Mr. Cleaver:

Q. I believe I understood what you told us, Mr. Bland, but I should like to make sure. Would you read again the wording of the Act in regard to the residence rule?—A. Yes. I am reading section 21, sub-section iii of the Civil Service Act:—

Except as to appointments to positions in the headquarters of the several departments and other portions of the civil service at Ottawa, the appointment to any local position in any province shall, so far as practicable, be made from bona fide residents of such locality for a period of at least one year immediately preceding the date last fixed for receiving applications for such local positions.

Q. Did I understand you correctly when I understood you to say that the commission has construed the word "residents" to mean "actual residence" instead of "legal residence" in the community?—A. We have construed it in that way on the rulings given by the Department of Justice, Mr. Cleaver.

Q. Well, let us take a very absurd instance. If a person went off on a twelve months holiday, retaining his home in the community, making no change of domicile, but simply going away from the community on a twelve months holiday, the commission would rule that the person was not a resident of the locality within the meaning of the section?—A. Well, the stand we have taken in such cases, Mr. Cleaver, is this—I am not a lawyer, and I have always figured in such cases where there was some doubt to be placed upon the interpretation of the word "residents," that it was wiser to submit the matter with the facts in question to the Department of Justice for a ruling, and we have abided by their ruling.

Q. Do I understand the ruling of the Department of Justice with regard to the present wording of the Act, means the actual physical residence as opposed to legal residence?—A. No, I would not go that far, Mr. Cleaver; but I do say this, in the cases, types of which I have just cited, there is a good deal of administrative difficulty in determining quickly whether a person does conform to the Act or does not.

Q. I understood you to say a moment ago that if a nurse left her home and took post-graduate work in the United States with the intention of returning to her home and thereby retaining her legal residence in her home, though she was out of the country for a while, the commission in this instance would rule that the nurse had lost her residence in the community?—A. That was the case that we referred to the Department of Justice for a ruling and the reply was that she did not qualify under the residence laws.

Q. Then, I think, under these circumstances, Mr. Chairman, that obviously the wording of the Act should be changed. Mr. Boulanger has suggested the word "domicile" instead of "residence." Obviously the nurse under these circumstances would not lose her domicile.

Mr. SPENCE: Unless she stayed away a certain time.

Mr. CLEAVER: No.

Mr. BROOKS: I am sorry I was late. Evidently the committee has been discussing the definition of the word "locality."

Mr. CLEAVER: No, "residence."

Mr. BROOKS: I should like to know just what the commission determines in the matter of locality. Now, I have a particular point in mind. The customs

officer in my constituency called for tenders a short time ago in regard to a position and about seven or eight people applied. A returned soldier was given the appointment, and I think it was a very satisfactory appointment to everyone. Now, since that there has been talk of closing the office. I believe now that it is not to be closed, but someone is moving in from St. Martin's to take charge of the office, although the appointment was given to a returned soldier in the locality where the office is situate. I should like to know if under that section of the Act it is possible for someone to move in from a different section altogether, a different locality, and take over this office over the head of the man who has been appointed in that locality?—A. I shall try to answer the question in two parts, if I may. As far as the appointment made by the commission is concerned, locality as applied to that customs office would mean the locality or district served by the customs office, and that was the basis of the appointment that was made. I do not know the exact nature of the case you are referring to, but I imagine it might be a case where a sub-office had been closed in another locality and the Department of National Revenue is probably transferring the incumbent of the closed position to this particular position.

Q. Can they do that, under that section of the Act?—A. Well, that section of the Act governs appointments, Mr. Brooks, and would not relate in the same way to transfers. We may say generally speaking, the Department of National Revenue does not make transfers of that kind except under one set of circumstances, that is where there is a permanent employee in the office that is to be closed, and rather than lay that employee off and pay him pension, they consider it good business to transfer him to an office that is vacant and retain his services. I shall be glad to look that up and let you have the facts.

Q. In this case there was a man appointed. The old incumbent was pensioned. A new man was appointed to the office from this locality, but now his appointment is set aside and someone else is brought in.—A. They could only legally set aside his appointment in two ways. They could dismiss him by order in council; or if a recent appointment they could reject him under section 24 of the Act. I shall have to get the file to give you an answer. What was the name of the customs port?

Q. Sussex, New Brunswick.

By Mr. Golding:

Q. Referring to Mr. Cleaver's remarks with regard to post-graduate nurses, I do not believe the Justice department would rule against a person taking a post-graduate course.—A. Perhaps I did not make it clear. It was not just a post-graduate course. She had taken a course and then taken a position.

Q. I can hardly believe they would rule against a person taking a post-graduate course.—A. No, I think you are right.

By Mr. Boulanger:

Q. Is the interpretation of the term "locality" subject to change from time to time?—A. Yes. I have been trying to point out how the word "locality" should be interpreted under the law in these particular instances.

Q. You know where my riding is? It is the country part around Lévis, opposite Quebec.—A. Yes.

Q. It extends from the St. Lawrence river to the border of Maine?—A. Yes.

Q. Years ago my electors were eligible only in the city of Lévis.—A. Yes.

Q. I understand that there has been a change made and they are no longer eligible in Lévis but in Quebec city. I do not complain about that, because they have more chance in Quebec than they have in Lévis.—A. That is why the change was made, Mr. Boulanger.

[Mr. C. H. Bland.]

By Mr. Tomlinson:

Q. What is really a locality is very hard to define.—A. It is.

Q. It may be defined in a city but in rural parts of the country it is absolutely impossible to make any set rule as to locality.—A. Right.

Q. For instance, a caretaker in Port Elgin—I hope to have caretakers taken from under the Act—who is employed at the armouries which serves probably ten, fifteen or twenty miles around Port Elgin, would be entitled to come from a town five miles away. Now, to bring a man in from outside towns for a small position such as a caretaker would cause, in Port Elgin, a dissension. I think the commission should be allowed to use their judgment in making appointments like that.—A. You will recall in that particular case we did use our judgment and restricted it to Port Elgin, which I think was wise.

Q. Yes, very wise. I might say it met with the approval of the people in Southampton where one of the applicants resided.—A. That is exactly why I am suggesting to the committee that we would like to have their approval of the course of action we are taking in trying to restrict them in some reasonable degree.

By Mr. Cleaver:

Q. Can you tell me from memory why in appointing a postmaster in the city of Hamilton within the last year, you appointed a man who was not a resident of Hamilton but who was a resident, I believe, of Ottawa?—A. Yes, Mr. Cleaver.

Q. That would be a local position, would it not?—A. It would. I recall the case. I would really like to read you a letter from the Post Office Department on the subject, but I would be glad to give you the contents of it. In that particular case the department reported to us that it was decidedly in the postal interest and the public interest that the field of competition for that Hamilton position should be thrown open to headquarters and the entire district, instead of confining it to the city. I would like to show you our file covering requests of that kind.

Q. I am quite willing to wait for that, but it did seem to me, reading the press reports, that it was strictly a local appointment and that notwithstanding pressure being brought to bear on the commission by any departmental service that the employees of the city of Hamilton—and there were many competent to fill that position—all ought not to be brushed aside because of the departmental request, and that rather undermines public confidence in the continuation of your commission as a strictly independent body.—A. Yes. I think perhaps I will have to elaborate on that now, seeing you brought it up. It is not a pleasant thing to have to say in certain cases it is necessary to go outside the local staff to secure a satisfactory man for the appointment; but in Hamilton there seemed to be sufficient evidence to indicate that the needs of the postal service of Hamilton required a better man than was available in the town itself. This was a promotion, remember, not an appointment.

By the Chairman:

Q. It was done on the request of the department?—A. Yes, sir.

Q. How long ago?—A. I think this was about a year or a year and a half ago.

By Mr. Cleaver:

Q. Was it done because of the request of the department, or was it done because the commission believed that there was not a competent man resident in Hamilton?—A. It was done primarily at the request of the department. May I finish?

Q. Yes.—A. It was done, but only after the commission had satisfied itself that the request of the department was in the public interest.

By Mr. Spence:

Q. You always get that same reply.—A. We do not always take it, though.

Mr. SPENCE: You let the department influence your department too much, it seems.

By Mr. Cleaver:

Q. I take it that the only way in which you can substantiate your statement that it was in the public interest would be to say that there was not anyone in the service in the post office at Hamilton competent to take the position?—A. That is right.

Q. Now, I understood you a moment ago to say the reason that an outsider was appointed was that you had received a very strong recommendation from the department?—A. The department made a very strong representation to the effect that the staff of Hamilton was not sufficiently qualified to provide a postmaster good enough for the city of Hamilton.

Q. Well, now, should you not first have determined that by permitting the employees in Hamilton to take an examination rather than to be overshadowed or overruled by the department's request?—A. This, of course, was a promotion, not an entrance examination, and the nature of the examination would have been reports by the inspectors and the departmental officials of those employees.

Q. Does not it finally boil down to this, that as a result of the reports which your inspectors made, you converted your inspectors into an examining board instead of the commission doing their own examining?—A. That is true in connection with promotions. The inspectors of the department are really making examination reports for the commission in those cases.

Q. Do you think that it is fair to the working officials in any post office that competent men should be brushed aside though they are local residents in order to have some favourite of a department or an official have a political plum?—A. I would not think that that was at all fair; but I do not think that was the case in Hamilton.

By Mr. Tomlinson:

Q. I think we should have the file produced?—A. I would be glad to produce the file.

Mr. MACINNIS: I want to bring out another side to this question.

The CHAIRMAN: If you have no objection, Mr. MacInnis, I would like to ask if you are on this point.

Mr. MACINNIS: Yes.

The CHAIRMAN: Then it is all right.

By Mr. MacInnis:

Q. Might there not be circumstances in that particular case where, although there were persons in the department—or in the post office, as the case was in this instance—competent to do the work, there might be other factors that would indicate that it was not advisable to appoint them?—A. Quite true.

Mr. CLEAVER: Following up that question, in the post office in a city the size of Hamilton, a man who is competent to be deputy-postmaster of that office is *prima facie* competent to be postmaster?

The CHAIRMAN: Yes, and Mr. Bland spoke on those lines in the recommendation. He said that positions should go to people of the place, I understood.

The WITNESS: I think, if I may be permitted to say so, this question can be best dealt with after I produce the file itself.

Mr. TOMLINSON: Absolutely.

[Mr. C. H. Bland.]

The CHAIRMAN: With a short memorandum.

The WITNESS: Yes, I will be glad to do that.

Mr. MULOCK: Are you through with that particular part in Hamilton?

The CHAIRMAN: Yes.

By Mr. Mulock:

Q. On March 29, there was a question which Mr. Brooks brought up about the Sussex post office?—A. Yes.

Q. I believe the file is available. I understood from the report on page 149 and 150 that Mr. Brooks said he understood that the Legion were quite satisfied with the appointment of a civilian—I believe his name is Keirstead. I understand, and I have been through the file, that a protest was filed with the commission by the Legion protesting against a civilian being appointed over the head of a returned soldier who was first on the list and higher in the ranking.—A. Well, if I can see the file, I will be able to answer that.

Q. I should like to have it explained as to why a civilian who had a lower rating on the examination was appointed over the head of a returned soldier who was the top man?—A. I will be glad to explain that to you.

Q. I think the letter of protest from the Legion was February 4, 1937?—A. I find that there were four candidates at this examination for postmaster at Sussex, the examination being conducted by an examiner from the commission and an inspector from the Post Office Department.

Q. Yes?—A. The report of the examiner reads as follows:—

Of the four candidates who reported for examination, two served overseas. Of these, Mr. G. S. Kinnear, although competent to perform the duties of the position, is sixty-five years of age. As this is the retiring age, his appointment is not recommended.

The other candidate entitled to the returned soldier preference is Mr. Frank H. Smith.

After giving some details as to his experience the report goes on:—

His final rating is below 70 per cent. This disqualifies him.

Of the two remaining non-soldier candidates, one of them—

I will not read his name—

—is also below 70. Apart from Mr. Kinnear, who is sixty-five years of age, the only candidate considered competent to perform the duties in a satisfactory way is Mr. O. G. Keirstead. Mr. Keirstead has satisfactory educational qualifications and has served twenty-seven years in the Sussex post office as assistant. On several occasions during the absence of the postmaster he took full charge of the office and has been acting postmaster since July, 1935. Those interviewed considered that Mr. Keirstead would make a satisfactory postmaster. His final rating is 82 per cent.

The examination branch recommend the appointment of Mr. Keirstead as postmaster of Sussex, N.B.

That was approved by the commission.

The other question you have asked, Mr. Mulock, is as to the letter of protest by the Legion?

Q. Yes.—A. I find on page 4, as you state, a letter was received from the Service Bureau of the Canadian Legion stating:

The Post Office Department have drawn our attention to the fact that Lieutenant-Colonel G. S. Kinnear, who has exceptional qualifications, has been passed over in favour of a civilian candidate. We understand that Colonel Kinnear is about sixty-five or sixty-six years of

age and, therefore, it was deemed inadvisable to appoint him . . . It is very much regretted that a Legion representative was not able to be at the examination; otherwise the representations now being made would have been made much earlier.

I may point out that in every case of this kind the Legion is given an opportunity of having a representative present, but in this particular case apparently he was unable to be present.

Q. Colonel Kinnear was top man in the examination. There is no argument about that, is there, Mr. Bland?—A. I will give you his rating. Yes, he received the highest rating; that is true.

Q. All right. I want to ask this question again: Does the commission claim that the statutory exemption of returned soldiers from age limits is applicable to cases where there is not a definite retiring age? May I refer also to the ruling that the Civil Service Commission made after they had turned down Colonel Kinnear, on the 2nd of March, 1938, after this competition was held and after the committee had been set up by the House, where I understand the Civil Service Commission, according to the file, claimed that there is a desire to make a general rule that candidates who are or are about the retiring age limit be eliminated from the competition. Is that correct?—A. The question was discussed following the Legion's representations, Colonel Mulock, and this was the decision of the commission in a case of this kind:—

It would be desirable that the examiner should make a special report on any returned soldier who has reached the age limit of sixty-five and who, he thinks is especially suited for the position.

Q. All right, we have got that part. Would you kindly tell me how the Civil Service Commission could recommend Josephat Poulin, a civilian sixty-four years of age, for the postmastership of Beauceville out of a large number of applications? The competition was on the 22nd of October, 1937.—A. I remember that case. In the first instance, Mr. Poulin had received the highest rating and had not reached the retiring age of sixty-five. In the second place Mr. Poulin had been appointed to the same post office when he was fifty-nine years of age, five years ago. He had never been installed in the office but had been illegally rejected by the Post Office Department.

Q. What year?—A. Five years ago.

Q. Five years ago?—A. Yes; and on that account the commission felt that, as he was still within the age limit, had been fairly and legally appointed five years ago and had not received his appointment, his appointment was due him now.

Q. Would you look at that Beauceville file and see if there is a memo there to Mr. Brown, which states that the question of suitable age rests with the commission? I am trying to reconcile the statement that the suitable age rests with the commission with the statement in the Sussex file that it is the desire to rule out candidates who are or are about to reach the retiring age?—A. I think you are quite right.

Q. And sixty-four is certainly very close to it.—A. Quite true.

By Mr. Lacroix:

Q. I do not think it is fair to fix the limit at sixty-five. You very often see men between sixty-five and seventy who are quite competent.—A. The limit, of course, is fixed by law, Mr. Lacroix, not fixed by regulation.

By Mr. Mulock:

Q. Does that apply to returned soldiers—that is what I want to know—with this preference?—A. The clause governing that very point I will read.

[Mr. C. H. Bland.]

Q. Also while we are at the Sussex post office, you say the postmaster had retired?—A. I do not know that I have that.

Q. I think it is on the file.—A. I would make this comment: His age or his retiring age was not in any way under the discretion of the Civil Service Commission but rather under the Post Office Department.

Q. He was eighty years old.—A. That is quite possible.

By Mr. Tomlinson:

Q. You made a statement that five years ago this certain man had been rejected illegally?—A. Yes.

Q. I wonder if you would explain that a little further. It certainly does not look very well on the report.—A. I am only quoting the opinion of the Department of Justice.

Q. I would like you to carry it a little further by way of explanation.

By the Chairman:

Q. Do not make your own.—A. I beg your pardon?

Q. Do not make your own the rulings of any department. Leave them the responsibility.—A. I am glad to.

Q. Leave them the responsibility of their ruling.—A. I am quite glad to leave the responsibility to some one else; and the ruling to which I refer was a ruling given by the Department of Justice.

Q. Yes. Why not give those departments their due? It is only fair to them also.—A. I do not know where that ruling is, Mr. Mulock. It is available somewhere. Is it on this file? Have you seen it?

By Mr. Mulock:

Q. Which one?—A. The ruling of the Department of Justice in the Beauceville case.

Q. I do not see anything. There is a memo there, March 1, 1938, a memo to Mr. Brown, which states that the question of suitable age rests with the commission.—A. I think that is true, yes.

Q. Then if that is true, how can that other statement be true in the Sussex case?—A. It rested with the commission there too. Mr. Keirstead or Mr. Kinnear being over sixty-five years of age, which is the retiring age fixed by the Superannuation Act—

By Mr. Boulanger:

Q. Does that apply to returned soldiers?—A. —they took upon themselves the responsibility of rejecting it.

Q. Does that apply to returned soldiers?—A. I will read the clause of the law with reference to returned soldiers.

Mr. TOMLINSON: I would like to get an explanation of this illegal matter.

Mr. CLEAVER: I would, too.

The WITNESS: May I stick with that first?

Mr. TOMLINSON: Yes, please do, because I would like to know the date that the rejection was made.

Mr. CLEAVER: I am not questioning that the ruling was made; but what I want to find out, Mr. Chairman, is what power the commission has in regard to the illegal rejection. That, it seems to me, is very vital.

The CHAIRMAN: It is an important matter.

The WITNESS: May I read the ruling of the Department of Justice dated March 9, 1937:—

On the facts of the present case Mr. Poulin, although appointed by the commission to the position of postmaster at Beauceville East was rejected (irregularly as I have ruled) by the department.

This is signed by Mr. W. Stuart Edwards, Deputy Minister of Justice.

By Mr. Tomlinson:

Q. What were the facts of that rejection?—A. I will have to go back further again.

By the Chairman:

Q. What are the initials on Mr. Edward's ruling?—A. C.P.P.

Mr. LACROIX: What does that mean?

The CHAIRMAN: C. P. Plaxton.

Mr. SPENCE: I do not know whether it was Mr. Plaxton in this case or not.

The WITNESS: What was your question, Mr. Tomlinson?

By Mr. Tomlinson:

Q. I would like to carry the matter a little further. The statement was made that there was an illegal rejection?—A. Yes.

Q. That has, in my opinion, a vital effect on the whole service.—A. That is right.

Q. If we could have the facts leading up to that rejection and from whom they came, I think we should have them.—A. I would like, if you would allow me, to get the papers together on that. There would be, obviously, the departmental report rejecting it. That would be the first point; then there would be the reference to the Department of Justice and then there would be the Department of Justice's ruling. I would like to give you those three.

Q. That would be fine.

By Mr. Cleaver:

Q. Then in the meantime, before those actual facts are looked up—your statement, I believe, raises a very important point. If a department illegally rejects a choice of the commission, what is your power—what is your next move? Have you no power at all to insist on the correct man being appointed?—A. That is a question that is very hard to answer. I do not know what our next move would be.

Q. Would you please be good enough to consider that and make a recommendation to this committee in that regard; because it seems to me a very futile thing that we should attempt to establish a Civil Service Commission for the express purpose of making good appointments and then give some department the right to illegally overrule your decision?—A. I can tell you what we did in this case, Mr. Cleaver, and I think it is the procedure we are following in similar cases. When the Department of Justice ruled that the rejection made by the department was illegal, we asked the Department of Justice what was the next step under the law for us to take; and they ruled that it should again be advertised, which we did.

The CHAIRMAN: Will you please ask Mr. Bland to also tell us why the ruling is illegal?

Mr. TOMLINSON: Yes.

The CHAIRMAN: Not to give a bland opinion.

The WITNESS: I wish you would withdraw that term.

[Mr. C. H. Bland.]

The CHAIRMAN: No, no, it does not reflect on you at all. But they must justify their rulings by quoting the section of the Act, and their reasons also.

The WITNESS: I will find their ruling and submit it to the committee; and if reasons for their ruling are further required, I think the Department of Justice will have to answer that themselves.

By Mr. Boulanger:

Q. Is the department obliged to state reasons for their rejections?—A. Yes, under the law they are:

By the Chairman:

Q. Do they always do it?

Mr. BOULANGER: Under section 24?

By Mr. Mulock:

Q. Did they state their reasons in this case?—A. Yes; I shall read them to you.

The CHAIRMAN: Mr. Cleaver is tired of standing waiting to ask a question.

By Mr. Cleaver:

Q. My further questions were going to be directed in regard to the Sutton appointment.—A. Section 24—as a matter of fact you raised the point—I think deserves some consideration, namely the clause governing rejections, which does become a knotty point of administration procedure when a person is rejected, and if you will—

By Mr. Tomlinson:

Q. I asked you that because I have one particular case that came to my notice immediately after the last election in 1935, the Southampton postmaster.—A. Yes, another one.

Q. A returned soldier, one of the old contemptibles, I believe, a former railway mail clerk, was rejected by the department although you had issued a certificate. He was refused. The department refused to allow him to take charge of the post office.—A. Let me point out this clause with reference to rejections, which formed the basis of a good deal of discussion, as Mr. MacInnis will remember, in the committee of 1932. At that time the clause was recommended for amendment and it was amended, but even with the amendment we have not got a clarified situation with reference to rejections. Mr. Boulanger or Mr. Cleaver asked for the wording of the clause with reference to rejections. Section 24, sub-section 1, reads as follows:—

The deputy head may, at any time before the expiration of six months, reject any person assigned or appointed to any position under his control or direction, or he may extend the period of probation within which such person may be rejected for another six months; and the cause of rejection, or the reason for extending the period of probation, shall be reported by the deputy head to the commission.

Now, you will notice it makes provision for the return of the reasons, but it makes no definition as to whether or not the reasons shall be considered sufficient.

By Mr. Cleaver:

Q. It makes no definition and makes no provision as to what is to happen if the commission finds the objections are not well founded?—A. Yes.

Q. As to what the final result will be?—A. Perfectly true, Mr. Cleaver.

Q. Then, in regard to the Sussex post office?—A. Yes.

Q. That was an appointment where the retiring age does not apply; that is, there is no superannuation in that position?—A. That is true, there is no superannuation.

Q. There is no retiring age as a result of that?—A. Except with this qualification, that it is the general direction of the Treasury Board and general understanding that appointments shall not be made over 65 years of age.

Q. I am referring now to the retiring age. Is there any retiring age limit with respect to an office where there is no superannuation?—A. Well, I think I will have to ask the Post Office Department to answer that as regards postmasters, because I do not know what the procedure of the law is.

Q. I take it from your answer that to the best of your opinion it is no?—A. So far as I know.

By Mr. MacInnis:

Q. It is outside your jurisdiction?—A. It is outside my jurisdiction.

By Mr. Cleaver:

Q. Once we have reached the point that in regard to the Sussex postmaster there is no legal retiring age—A. Except that the age 65 is generally set in the civil service procedure and I think with the approval of the Treasury Board as the age beyond which appointments should not be made.

Q. Is there any regulation or provision in the Civil Service Act which so states?—A. No.

By Mr. Mulock:

Q. Is there in the Act anything which says the preference to returned soldiers does not apply to this case; that is, in regard to the age limit?—A. The only clause with regard to age limits to returned soldiers—I think this should be brought into the picture as well. I will read the provision; it is as follows:

Section 30. The provisions of any statute or regulation prescribing the age limit and physical requirements with respect to any appointment in the civil service shall not apply to any person with the military or naval service mentioned in subsection 2 or 4 of the last preceding section, and if the commission certifies that he is of such an age and in such a satisfactory physical condition that he is then able to perform the duties of the office and will probably be able to continue to do so for a reasonable period after his appointment.

By Mr. Cleaver:

Q. So far as this appointment in question is concerned—I refer to the Sussex appointment—if Colonel Kinnear was in good health and had the qualifications to fill the office, there was no legal restriction regarding his appointment on account of his age?—A. No legal restriction, but I think it was left to the discretion of the commission.

Q. Discretionary restriction?—A. Yes.

Q. If it was a discretionary restriction, and if it was the intention that Colonel Kinnear was to be blackballed on account of his age, should he not have been so informed and refused the right to try the examination?—A. The examination consisted only of an oral examination; no written test.

Q. I think the commission fell down there. If they intended that Colonel Kinnear, on account of his age, notwithstanding that there are no legal limits on account of age, was not going to get the appointment, they should have said: "You are not going to get this appointment." Should not the commission examiner have disclosed to Colonel Kinnear that fact and have declined to examine him?—A. That may have been done; I do not know, Mr. Cleaver, whether it was done or not.

[Mr. C. H. Bland.]

Q. You see, what happened was the examiner allowed Colonel Kinnear to try the examination. He was scored the highest man who had tried the examination, and then he was told he could not qualify.—A. That is true.

By Mr. Mulock:

Q. Was Roderick Morgan the examiner?—A. He was, yes.

By the Chairman:

Q. He was a former clergyman?—A. Yes, he was at one time. I do not think he has been a clergyman for a good many years.

By Mr. Mulock:

Q. Not since 1920?

By Mr. Boulanger:

Q. Is he employed by the commission?—A. Yes.

By Mr. Cleaver:

Q. Is there anything on the file to throw out the slightest suggestion that Colonel Kinnear was not physically fit at the time the examintaion was held?—A. I do not think there is anything on the file with reference to him except what I have read to you, Mr. Cleaver. I do not think there is anything on the file to indicate that he was or was not able to carry on for some time. It was a question, entirely, I take it, of the age limit, of the fact he had passed the age of 65.

Q. Should not the age limit have precluded him from trying the examination?—A. I think that is a point that is well taken, yes.

By Mr. Mulock:

Q. In dealing with Mr. Cleaver's point, just to clear it up, would you be kind enough to look at that file and see if there are any letters stating Colonel Kinnear was not in good health and in their opinion was not able to fill the position and would not be able to continue on for some considerable time?—A. I have read you everything that I see in the examiner's report. I do not see any other papers on the file with reference to him. Have you any other papers?

Q. No; but I think there are other papers on the file.

Mr. TOMLINSON: You may subpoena Mr. Morgan.

The CHAIRMAN: If the Reverend Mr. Morgan has ceased to be a clergyman since 1920 he cannot be one of those on Mr. Hepburn's list.

Mr. BROOKS: I do not wish to get into any controversy over this matter, but this happened in my own town, and I think possibly I know as much about it as anybody.

The CHAIRMAN: Go ahead, Mr. Brooks.

Mr. BROOKS: I know the facts of the case. The former postmaster was a returned soldier by the name of Parker. He was appointed in 1918, twenty years ago. At that time he was within the age limit. About a year ago—I think it was in 1936—the office became vacant. Mr. Kinnear, whom I know very well, and Mr. Smith, whom I know very well, were returned soldiers, and they both applied for the position. There were two other men applied, one of whom had been the assistant postmaster for twenty-seven years, as the report shows. The Legion in Sussex, of which I am the past president, wished to have a returned man qualify. They were really of the opinion that Smith, who was a young man, would get the appointment. When they heard the

result of the examination, that Smith had not qualified, and the decision of the commission that Colonel Kinnear was over age, they were perfectly satisfied. I may say that almost every member of the committee here feels that the people of Sussex were not satisfied with this appointment. They are more than satisfied. The man who got the position is a man with a small family, and he has done splendid service. He has been the assistant postmaster for twenty-seven years. The Legion in Sussex prepared a formal protest; it could not be called anything but a formal protest, but when they were apprised of the facts the Legion were perfectly satisfied with the result.

Mr. CLEAVER: Did they withdraw their protest?

Mr. BROOKS: There is no withdrawal or anything else.

Mr. CLEAVER: Then, the protest stands.

Mr. BROOKS: In fact they were satisfied with the appointment.

Mr. TOMLINSON: Are you speaking for all the Legion?

Mr. BROOKS: I am not talking of any other Legions.

Mr. TOMLINSON: You are a Legion man.

Mr. BROOKS: I am speaking now for my own Legion. They are perfectly satisfied with this appointment. After all, no great injustice has been done Colonel Kinnear. Colonel Kinnear is a returned man, but he was appointed to a position as registrar in the county of Kings at a very good salary. When he applied for the second position, he already had this position as registrar in the county of Kings. I may say I do not want to find particular fault with anyone but I believe Mr. Mulock's information came from my opponent, Mr. White, in Sussex. If I am not correct in that he can correct me.

Mr. MULOCK: I will correct you right now. It came from the civil service file. You brought this question up yourself.

Mr. BROOKS: You may get that information, and you did get it, but wherever you got it you did not get it very distinct.

Mr. MULOCK: I did not get it from Mr. White.

Mr. BROOKS: As far as that is concerned, if Mr. Mulock says he did not get it from Mr. White, we will drop it; but I will say this: Mr. White said that if any appointments were made in the constituency, if there was a Liberal returned soldier there, he would get the job, if he was fit for it. And if there was a Conservative returned soldier he would not be appointed if there was a Liberal; whether he was a returned soldier or not, he would be appointed. Now, there is the whole situation.

Mr. CLEAVER: Mr. Chairman, I have received information from no one, and I brought the question up. I am not even acquainted with the post offices in Mr. Brooks' riding, but I think the point is one that should be cleared up quickly. If any returned man applies for a position on the understanding that his age is a restriction, then the applicant should be at once advised that he is not qualified on account of his age. In other words, why should anyone come along later and try the examination and then be blackballed?

Mr. SPENCE: We all agree with that.

Mr. GLEN: Mr. Chairman, Mr. Bland has referred to section 24 of the Act. The position, I take it, is this. If the appointment is made in the civil service the deputy minister has the power during the six months probation to ask for an extension of the six months to a year, and then if he is dissatisfied he can reject the employee and report back to the commission the causes of the rejection, specifying the causes of the rejection, and if these causes are in entire conflict with the findings of the commission as to the capabilities of the applicant, the commission is then faced with this position: they have recommended a man whom they are satisfied will fill the job, while the deputy

[Mr. C. H. Bland.]

minister for some reason or other says he is not qualified to fill the job. Now, there must be some way of getting over that difficulty. You say in answer to that that the ruling is the position must be re-advertised. The point I wish to get is this: we have had several statements made that deputies are accustomed to have their own men in the service, and if it should so happen that the deputy is not satisfied with the man appointed by the commission he can find causes for having him put away and ask for another investigation, which opens up the same problem, that somebody in the department has somebody in mind whom they think may be appointed. Have you any suggestions to offer, whereby your commission who are appointed by parliament can override the decisions of the deputy ministers?

The WITNESS: You have brought up a very important point, and I am glad that you have. The suggestion was made before, and I will make it again, that you would not have the difficulty in these cases that you do have if the words "satisfactory cause of rejection" were inserted, or if you will, "causes of rejection satisfactory to the commission." As it is at the present time the causes of rejection are not specified. All the law requires is that the cause of rejection in general terms shall be reported to the commission if cases arise such as you state. The law makes no provision for the action that should then be taken.

By Mr. Boulanger:

Q. They are bound to appoint the second man on the eligible list if the first one is rejected by the department?—A. Yes, sir.

The CHAIRMAN: I have here some rulings. They are not numerous. These rulings deal with age limits of appointments. For instance, the first one reads as follows:—

Office boys considered eligible for assignment after they have reached their eighteenth birthday.

This was decided on July, 1925. The next one is:—

Age limit for postmasters of sub-offices or rural postmasters where compensation is less than \$600 per annum.

Will you please take note of that. It is 36518.

The WITNESS: I remember that case.

By the Chairman:

Q. This is a ruling that was made on January 9, 1925?—A. Yes, sir, that is a ruling that is not applicable now, because these sub-offices are no longer under the Civil Service Act.

Q. The next one is:—

For inspector of weights and measures, age limit to be 22 to 35.

A. That was a request of the Department of Trade and Commerce.

Q. This is under date of April 14, 1927. It is subject, naturally, to the returned soldiers preference?—A. Yes.

Q. The next citation reads as follows:—

Age limits of forty years, for applicants for prison guards positions who are entitled to O.A.S. preference to be removed and O.A.S. candidates over that age to be listed, subject to conformity with standards as to physical fitness and otherwise, set for this class.

This is dated March 10, 1932.—A. These positions, also, Mr. Chairman, are no longer under the Civil Service Act.

Q. Therefore it is obsolete?—A. Yes, sir.

Q. The next citation reads:—

A note to be added to the temporary and permanent eligible lists established as a result of competitions or tests to which an age limit has been applied, that successful civilian candidates are not to be offered employment of any kind until such time as they produce satisfactory proof of age.

A. I think that speaks for itself.

Q. This is dated January 8, 1929. The next citation reads as follows:—

Instructions to be obtained from Treasury Board regarding assignments of seasonal employees over 65 years of age.

A. What is the date of that one?

Q. The 23rd August, 1933. It has to do with the agricultural department and is numbered "AGR-F-3298, 3224, 3351." The next citation reads as follows:—

Extension authorized for A. S. Morehouse notwithstanding his being 66 years of age. (AGR-F-3298.)

A. That was a temporary appointment.

Q. The next one is:—

S. C. Dimock, junior fruit and vegetable inspector, notwithstanding that he is over 65 years of age.

A. Another temporary.

Q. "AGR-F-3389, 2nd November, 1933." The next one reads as follows:—

Regulation No. 8 to be amended to give commission discretion in regard to age limit for lower grade positions. (ND-CE-3149G).

That is dated April 15, 1936.—A. They removed the age limit of 35 for such positions as caretakers, cleaners and helpers and so on.

Q. As a general rule?—A. As a general rule.

Q. Because they are most?—A. Not only that, but the department felt it unwise to restrict the appointments to those junior positions to men of 35 years of age.

Q. Does that apply only to the Department of National Defence or to other departments?—A. It would apply both to National Defence and to Public Works, as they are the only two departments that require caretakers.

Q. The next citation reads as follows:—

Dr. A. Larose's temporary employment as physician (treaty payments), York Factory and Fort Churchill, Manitoba, approved, notwithstanding the fact that the E.L. elapsed and Dr. Larose is over 65 years.

A. Temporary, too.

Q. What is "I.A."?—A. Indian Affairs.

Q. This is dated April 18, 1936. Then, the next citation reads as follows:—

V. Doyle, 17 years of age, employed temporarily as stenographer grade 1, in absence of eligibles at Hamilton. (N.R.-DB-68.)

The next citation reads:—

Commission not to be too insistent regarding age in connection with lower grade positions carrying small salaries. (See case of Joseph Scott, caretaker, P.Q., Swan River, Manitoba. PW-CA3-929.)

This is dated December 29, 1937.—A. That is a case where the age limit was in question regarding small part-time positions carrying a salary of \$300 or \$400 a year. It was felt the age limit of 18 to 35 should not be applied rigorously to such minor positions.

[Mr. C. H. Bland.]

By Mr. Glen:

Q. I should like to ask one question, Mr. Bland, but I do not know if it is relevant to the discussion that is going on now. If it is not relevant now just say so, and I will take it up afterwards. I wish to ask you regarding the \$3,000 list that is put upon post offices which do not come under the Civil Service Commission. Is that relevant now or do you wish to take it up at another time?—A. I would be glad to answer it now. What is the question?

Q. I do not know how you can answer it, or whether you would like to give an opinion on it. My question has to deal with the question of patronage in small post offices throughout the country. I am speaking on behalf of many members from the west—I do not know anything about the east; we will hear about that during the course of this inquiry. There is a feeling there that a limit of \$400 before—A. It has been gradually rising, sir.

Q. It was as low as \$400 at one time. Now it is \$3,000 and I am, as I say, speaking on behalf of a group of western members who say if that \$3,000 is reduced to zero it will be a happy day for most of the members. I had an instance the other day, which I think would be interesting, in regard to a post office with a revenue of \$160. I got a petition signed by over 300 people asking for the appointment of one man, and that man not a returned soldier. I get letters by the thousand with regard to those confounded appointments. There is the position, Mr. Bland. I do not know if you, as head commissioner, can say anything on the matter, but I am raising the issue now because we are going to discuss it in this committee before it gets to the House. I would like to have your view with regard to whether or not these post offices could be efficiently and economically handled through the Post Office Department rather than the method that we now adopt?—A. I will be glad to give an opinion on that, Mr. Glen.

By Mr. Spence:

Q. I just wish to ask one question. Is your department obliged to apply to the justice department with reference to matters of policy as well as of law?—A. No, but on matters of law, I should say, Mr. Spence—

Q. I am talking about matters of policy, because I think if you apply to the Department of Justice for rulings on matters of policy a great injustice can be done, because the minister or the deputy minister can influence the Department of Justice to make any recommendations they like for the sake of getting a certain individual into a certain position, and the Civil Service Commission would then not be able to accomplish the purpose for which it was set up.—A. As a general rule we refer questions of law to the Department of Justice.

Q. I have kept my eyes open for the last few years. If you do not do your duty and make your rulings you will be getting away from the responsibility that you are supposed to undertake. It may be that you might have to do something that will be unpopular, but if you do not do that your efficiency is going to break down.—A. I quite agree with you, but I would like to make myself quite clear.

Q. Our younger friends do not understand these things.—A. I would like to make myself quite clear, if I may. I quite agree the commission must take its responsibility for matters of policy; we are trying to do it, but when we are not sure of the exact interpretation to be placed upon a clause of the law—in other words, where it is a case of interpretation—we send it to the Department of Justice. The only cases we have sent there were cases where I was not sure of the interpretation. I think that is the proper place to send them.

Q. If you want to talk to anybody about business do not talk to a lawyer. They cannot even say what you put in their head when you go to law.

The CHAIRMAN: Mr. Spence, I have known you for many years. You have always had your eyes wide open, and when you open your mouth you are always interesting.

By Mr. Lacroix:

Q. I understand that right now the age limit is 35, is it not?—A. For clerical and lower grade positions.

Q. What would be the result if the age limit were raised up to 45 or 50?—A. Well, I hesitate to recommend a general age limit for all classes of positions. I think the age limit should be dependent upon the nature and requirements of the position.

Q. As a matter of fact, the age limit is 35 now?—A. For clerical and lower grades, not for all positions.

Q. What about technical positions?—A. There is no limit for technical and high positions.

Q. Civil engineers, for instance?—A. May I read the clause in connection with that? Section 8 of the civil service regulations reads as follows:—

Except as otherwise specified in the Civil Service Act and in the present regulations, no person shall be admitted to any examination for clerical or lower grade positions, unless he has attained the full age of 18 years and is not over 35 on the first day of the examinations, except in cases where duly qualified candidates within these age limits are not available, provided that in competitions for caretakers the maximum age limit may be waived in cases where such action is considered by the commission to be desirable. In the case of examinations for positions as office boys the age limits shall be 16 and 18 years. The age limit for examinations for other positions shall be advertised for such examinations.

In other words, the age limit for other positions is left open.

Q. You fix that yourself?—A. Yes.

By Mr. Boulanger:

Q. With the department?—A. Yes.

Mr. MACINNIS: I have been watching the chairman. I am sure he is anxious that Mr. Bland should get back to his statement in order that he may finish it before 1 o'clock. I know that the chairman has been getting impatient for a long time. I think we should get back to Mr. Bland's statement.

The CHAIRMAN: You are speaking for me?

Mr. GOLDING: Just before we get back to the order of business, I should like to get your opinion, Mr. Bland, in connection with a case that got so much publicity in our section of the province some years ago.

By Mr. Golding:

Q. As I understand the case it was this: the Civil Service Commission recommended Mr. Whittaker, who was an amputation case—I think he had both legs amputated—A. That was a staff office was it not? It was not a commission office?

Q. It was a revenue office.

By Mr. Boulanger:

Q. That was before the amendment?—A. Yes, sir; I think it was a revenue office.

By Mr. Golding:

Q. The postmaster did not employ his own help there, did he?—A. I am not positive of that. I think since that time it has been changed.

[Mr. C. H. Bland.]

Q. The commission recommended this Mr. Whittaker?—A. Yes.

Q. The inspector refused to endorse Mr. Whittaker for postmaster, and I think it was for the reason that if he was put in the position he would be drawing a salary and somebody else would have to be paid also to do the work. Now, I think the department objected to that recommendation. The question I should like to ask is this: from your standpoint was the department right, or was the commission right?—A. Of course, this case occurred twelve years ago, Mr. Golding, and what I say is going to be perhaps subject to correction. I am speaking only from memory. My recollection is that Mr. Whittaker was a disabled returned soldier with either a single or double amputation. He had been seen personally by the commission. He had come down and seen the commission and the department and demonstrated his ability to do the work. The commission was satisfied he should be given the chance to try the job out to see if he could do the work. The department rejected him, and a very stormy time ensued.

Q. On the inspector's recommendation who made a visit there. He refused to say that he was capable of doing the work. I talked to the inspector, who is a very efficient type of man. I am referring to Mr. May, and I know he would not do that until he had made a proper examination.—A. I would not suggest that Mr. May would not make a fair report at all. He is a fine man. But I could not at the moment say what the inspector's report was until I looked at the file.

Q. The only point I had in mind was that there might be times when the department would be quite right?—A. Oh, there are times when the department is right in rejecting, exactly.

Q. That is what I mean.—A. I am not so arbitrary as to deny that. It cannot be expected that any system of examination will inevitably, in a thousand cases out of a thousand, pick the best man. Last year, out of eight thousand cases we appointed, we had rejections in less than 1 per cent of them. I think there were forty-five rejections, to be correct, and I think those objections probably were justified. I would not suggest that they were not.

Q. That is what I had in mind.—A. But I think there are other cases such as those mentioned by Mr. Glen where the rejections may be subject to some investigation.

Q. Quite.—A. And if the law could be clarified to make that clear so that rejection is made only when justified, then I think you will be doing a good piece of work.

By Mr. Tomlinson:

Q. One per cent is a small percentage out of the large number which you have appointed?—A. I think it is, yes.

By Mr. McNiven:

Q. Sub-section 3 of section 21 is the resident clause?—A. Yes.

Q. Does the resident clause apply to the eligible list where it is established?—A. It applies to appointments from the list, yes.

Q. Then does a case ever arise where, due to temporary absence, a person is struck from the eligible list?—A. No; because his residence is dependent on whether or not he was there before the examination, not afterwards.

Q. You recall the case of Miss Jameson?—A. Yes.

Q. That was a case where she was on the eligible list as a nurse?—A. Yes.

Q. And while waiting on the hoped-for-appointment—A. She went away.

Q. And took a post-graduate course for one year in New York, for which she received a certain salary and certain perquisites; while she was still there she was struck from the eligible list. Why was that?—A. I do not think that should have been done, if those are the facts.

Q. That was January 1st, 1937.—A. I think perhaps I had better bring you her file. What was that name?

Q. Miss Jameson.—A. That was one of the cases I had in mind when I spoke about the desirability of some amendment.

Q. She stood fourth on the list and was advised that, because of her residence in New York, she was struck from the eligible list?—A. That is right. I will get that file up and be glad to.

Mr. Chairman, I think I am responsible myself for the fact that I am not finishing what I promised to finish.

Mr. SPENCE: You have given good information just the same.

The WITNESS: Thank you, sir. I had about five or six cases that I wanted to present, and I think I could have presented them in half an hour, but when I got through with the first of them I asked if there were any questions. Perhaps that was an error of judgment on my part, because we have been dealing with questions ever since.

The CHAIRMAN: It is all right.

By Mr. Fournier:

Q. At the next sitting would you look up the file for the assistant to the chief in the marketing division?—A. Yes.

Q. I would like to hear about that.—A. I would be glad to.

The CHAIRMAN: Mr. Bland, you may proceed now.

The WITNESS: Just to conclude this locality question, I would like to bring to the attention of the committee an amendment that might be of value in clarifying what locality does mean. I do not know that I recommend this yet, but I would like to have the committee's discussion on it. I would suggest that we might consider the following addition to the law with reference to locality:—

Locality means the field of competition defined by the commission in its advertisement, whether the municipality, electoral district, district to be served by the office where the appointment requires to be made, or any other definition strictly set out in the advertisement, which at all times shall take into consideration the best interests of the public service.

That may be too wide an amendment, but it is along the lines of what I have been trying to suggest. I simply put it on the record for your consideration.

The CHAIRMAN: By the way, gentlemen, I asked Mr. Doyle to prepare an index of the report, because otherwise you will be lost. After it is made, it will be copied and stencilled. Proceed, Mr. Bland.

The WITNESS: The next point I would like to present to the committee is one which comes in very appropriately at the moment, because it has to do with this problem of rejection. It is the point as to what use is being made of this rejection clause, not from the point of view of getting rid of an employee so bad that he has to be fired at once, but from the point of view of what is being done to weed out the persons who are not as satisfactory as they might be or who might be more satisfactory in other types of positions. The probation clause which I have read to the committee is, to my mind, a clause that is designed to remedy any inaccuracies that may arise in the examination itself. In other words, as I have said, no examination is perfect; and the probation clause is designed to catch, weed out or pick up the persons who may be appointed on an examination but who should not be continued in the service or who might be continued in another category but not in the one to which they have been appointed. I do not think that full use is being made of that probation clause. In other words, I think that there is some truth in the feeling that too often enough care is not taken to watch the performance of persons who are appointed to the service, to see whether they are in the right place, to see whether they could be in a

[Mr. C. H. Bland.]

better place or to see whether they should be kept there at all or not. During the last couple of years we have adopted a procedure of asking from each department a report, three months after appointment, on any person that is appointed to the service—a report not simply perfunctory in nature, but a report in definite terms by the officers under whom the employee is working. We have found it has had a very desirable effect. We have had quite a number of additional cases where persons have, with benefit to the service, either been removed altogether, or removed to other positions where they could do better work. I do not suggest, and I do not want to suggest, that the number is large. But there has been some increase in the checking up process that was in process before, and I think that checking up process is in the public interest, in the interest of the service itself and in the interest of the taxpayers. May I suggest to you if you think so too, and feel you can do it, you can help the commission to carry out this checking up process by giving your approval to it. We are not getting as much co-operation as we should be on it. In certain cases we do not get reports without a good deal of trouble.

By Mr. Spence:

Q. You mean from the departments?—A. From the departments, yes. I think it is good business that this kind of thing should be done, and that these reports should be made available immediately.

Q. I think you are right.—A. Thank you.

By Mr. Glen:

Q. What form would that take in your recommendation?—A. Well, if the committee thinks that the idea is a good one, that the commission is acting on the right lines, I would like to see you put it in the committee's report. I think we could then expect better co-operation from the departments than perhaps we are getting now.

Q. Is there any way of compelling them to do it?—A. One way of compelling them to do it is by getting your assistance.

Q. That is only an expression of opinion by the committee.—A. It would not do any harm to put it in the Act at all.

✓ Q. By amendment?—A. Yes.

Q. That is what I mean.—A. After all, gentlemen, you have got a service of sixty thousand people. It costs a lot of money. It is a very important thing. If you do not have a check-up on the kind of people you are taking in—eight thousand of them last year—you are obviously going to have a certain percentage that is not giving the service it should be giving; and I think it is only a matter of common business sense that this kind of thing should be done thoroughly and comprehensively.

By Mr. Spence:

Q. I think the committee are all satisfied to leave it in your hands in that regard.—A. I will be very glad to do it.

By the Chairman:

Q. Mr. Bland, will you please prepare for the perusal of the members of the committee a short list indicating the pages of your recommendations?—A. Yes.

Q. Just a word, the title of each recommendation, and it will be copied and stencilled for the members.—A. I will be glad to.

Q. Showing the page in the report and the subject matter thereof?—A. Yes. I hope the committee will be a little lenient with me in trying to keep up with the many things which they are asking me to get. I will do my best to get them, but I find it rather difficult to get them immediately and give evidence at the same time.

Q. We are not in a hurry for that. If we have it after the Easter recess, it will be satisfactory.—A. All right, sir, I will do that.

Q. Your secretary can do it for you.—A. Well, I will get it done, anyway.

The next point that I wanted to take up with you was the question of the differences between the treatment accorded temporary employees and permanent employees. I am rather hesitating to take it up now, it being twenty minutes to one, because it is a subject that involves a good deal of discussion. I perhaps might outline it, and then there might be further discussion on it.

The CHAIRMAN: There should be an understanding between the members of the committee to allow Mr. Bland to finish; and we will sit this afternoon at four o'clock, the last sitting for the week, if it is agreeable to you, gentlemen. Mr. Bland can go on with that this morning, and this afternoon we will sit at four o'clock, if you wish.

Mr. SPENCE: There is a vote in the House, I presume, Mr. Chairman.

The CHAIRMAN: If there is a vote in the House, we will go in for the vote and come back afterwards.

Mr. SPENCE: Of course, you are the boss.

The CHAIRMAN: No, I leave it to you. It is a suggestion that I make. I give no instructions to the committee. But we hear best from here.

Mr. GLEN: I think what you suggest is all right. Mr. Bland should be allowed to finish and we will sit this afternoon.

The CHAIRMAN: Shall we take the pledge now not to ask any questions of Mr. Bland until one o'clock?

Mr. GLEN: Agreeable.

The CHAIRMAN: Agreed—carried.

Mr. BOULANGER: Does that include the chairman?

The WITNESS: Thank you, Mr. Chairman. The Civil Service Act, when it was passed in 1918 and amended in 1919, contemplated a decided difference between the treatment accorded to permanent employees and temporary employees. Permanent employees—despite Mr. Spence, I will have to go back to the Justice Department for ruling on that. Permanent employees are what the Justice Department call employees competently appointed by existent authority to positions of genuine indeterminate duration. I hope I do not have to say that again, but that is what I mean when I say permanent employees. The Act provides certain treatment for permanent employees and it definitely describes other treatment for temporary employees. For example, permanent employees are eligible to proceed from the beginning of a range of salary to the end of a range of salary by annual increases, if their services are satisfactory and their usefulness increases. Permanent employees are eligible for promotion to higher positions. Permanent employees are eligible for superannuation benefits; and there are other minor privileges of a similar nature, those being the principal ones, which belong, by the Act, to permanent employees. Temporaries under the Act do not participate in these benefits. As I say, the original intention of the Act was that there should be a permanent service doing permanent work; and that for emergency work, or special work of a temporary character, temporary employees should be taken on. I think the purpose of the Act was good. I think there should be a temporary section which is there only while the need exists, and while there not enjoying the same privileges as the persons who are there for permanent purposes. That, as I say, was the intention of the Act. We have at the present time a situation which I think is causing a good deal of difficulty in the service, and which I think should be considered and should be amended, at least to some degree. We have a situation now whereby the status of an employee, whether permanent or temporary, is not dependent upon the kind of work he is doing—

[Mr. C. H. Bland.]

the temporary or permanent nature of his work—but is dependent upon a fixed proportion of the positions in his department. In other words, by order-in-council there is a quota fixed that cannot be exceeded, whereby so many positions in a department may be permanent and other positions must be temporary. Now I do agree—and I would like to make it clear, that, in my opinion, there should be a temporary staff in the public service for temporary work, and that it should not be continued in the public service for longer than it is needed to perform that temporary work. I think distinction should be made between permanent and temporary employees on the basis as to whether the work they are performing is permanent or temporary—subject, of course, to the proviso that they are doing the work satisfactorily. I do not think it is a wise or satisfactory provision that the difference between permanent and temporary employees should be fixed by arbitrary division of numbers—arbitrary division of a department into sections. I think it must depend upon the nature of the work. The effects of this situation are fairly widespread. Instead of an employee coming into the service through examination, being appointed at the minimum salary of the position, and if she or he gives good service, going up to the maximum of that position this is what happens: An employee comes in the service and is appointed on order of merit and does good work; but if the quota of permanent positions in that department is full, that employee cannot be made permanent and that employee cannot receive an increase to the next rank and that employee cannot qualify for promotion. So that in one department you may have certain employees doing good work of a permanent nature and receiving annual increases and all the other privileges, while you may have other employees doing good work, doing work of a permanent nature, but receiving no increases and having no privileges. Can that situation conduce to a feeling of satisfaction and fair play among the employees? While I suggest to you gentlemen that I would like to prepare a brief on this rather than to attempt to discuss the various details in this way, I do suggest to you that is a consideration and a situation that is of considerable importance in the public service at the present time. That applies not only to headquarters; it applies to post offices, custom houses and various branches of the service everywhere. And while I want to make myself perfectly clear that I am not suggesting that everybody should be permanent, nor am I suggesting that there should not be a temporary staff doing temporary work, I am suggesting that the basis of differentiation between the two should be that of work, not a fixed quota. Briefly, Mr. Chairman, that is the presentation I would like to make on that. I hope it may be brought out more fully in the questioning.

By the Chairman:

Q. Mr. Bland, did you get in touch with the deputy-heads regarding that?
—A. Regarding what?

Q. The temporaries?—A. Yes. Those figures are being prepared.

Q. Did you receive the answer?—A. No. They are being tabulated and checked now.

Q. You have them in the commission?—A. No, not in the commission. The answers have been prepared and are being tabulated in the Bureau of Statistics.

Q. Oh, the work has been done within the commission?—A. No, sir. The work was done some little time ago at the request of the treasury department. Every department was circularized and asked to give complete details in regard to all its employees. That information has been given and it is now being tabulated in the form you wish it at the Bureau of Statistics.

Q. I see. And the committee is acting on the same line as the Treasury Department?—A. Yes.

By Mr. McNiven:

Q. What is the reason for that percentage fixed by the Treasury Board? I believe it is 80-20.—A. I think I should read you how the Treasury Board fixed the percentage. There are various reasons given. I think it had its beginning in the desire to economize as much as possible in public expenditure. Obviously, it costs less in the public service if you do not give yearly increases. I am not suggesting that we should not economize, Mr. McNiven, at all; I am suggesting we should put the basis of our economy on as fair a ground as we can.

Mr. GLEN: I move the adjournment of the committee until 4 o'clock this afternoon, Mr. Chairman.

By Mr. Mulock:

Q. Mr. Bland, was not the first idea that there might be a falling off of business at times in the government departments?—A. Yes.

Q. And that the 20 per cent or a proportion of the 20 per cent would not be required for that reason?—A. It might be easier to lay them off.

Q. Was that the reason?—A. I think that was one of the reasons.

By Mr. Tomlinson:

Q. Is there not another reason? Is it not a fact that some of these temporary employees have not tried the examination set by the Civil Service Commission and are still working in these departments?—A. I was not referring to the employees outside the jurisdiction of the Act. The employees to which I am referring have passed the examinations and are qualified under the law for promotion and for permanency.

Q. Is it not a fact that there are employees who have worked for ten or fifteen years?—A. Oh, yes. I see the point you are making. That, Mr. Tomlinson, was the point I made several sessions ago in connection with what I called long-term temporaries, and in connection with which I promised to give the committee a list of such employees who had been there for long periods of years, in fact, who have been there since prior to the Act and who have been there ever since. But that is a different question.

By Hon. Mr. Stewart:

Q. Mr. Bland, with regard to the employment of temporaries, who decides whether additions to the staff of a temporary character are needed?—A. The Treasury Board.

Q. Take any department of government, we will say, the Department of Justice, or the Department of Agriculture; does the Minister say, "I shall want for four months 25 temporaries?"—A. The minister makes the request, the commission report upon it and the Treasury Board is the final judge.

Q. Exactly. That is what I wanted to make perfectly clear. It is not a matter of the minister making temporary appointments at all?—A. No, sir.

Q. They have to be approved by the commission and then by the Treasury Board?—A. That is correct.

By the Chairman:

Q. Do you include seasonal employment as temporary?—A. Yes, sir.

The CHAIRMAN: Gentlemen, Mr. Glen has moved the adjournment until 4 o'clock.

Mr. TOMLINSON: I will second that motion.

Mr. GOLDING: No, Mr. Chairman, not until 4 o'clock.

Mr. TOMLINSON: Have it to-night, then.

The CHAIRMAN: Oh, no. Would to-morrow suit?

Some Hon. MEMBERS: To-morrow morning.

The CHAIRMAN: Then we will adjourn until to-morrow morning at 11 o'clock.

(At 1 o'clock the committee adjourned until 11 o'clock Friday, April 1, 1938.)

Dr. Doc
an
one

CA1XC2
-38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

Alvada

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE


No. 9

FRIDAY, APRIL 1, 1938

WITNESS:

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938



MINUTES OF PROCEEDINGS

FRIDAY, April 1, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present: Messrs. Boulanger, Brooks, Clark (*York-Sunbury*), Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart, Tomlinson.—19.

In attendance: Mr. C. H. Bland, Chairman, Civil Service Commission; Mr. A. Potvin, Commissioner, Civil Service Commission; Mr. J. H. Stitt, Commissioner, Civil Service Commission.

On motion of Mr. MacNeil,—

Ordered,—That thirty copies of the charts of the various departments be forwarded to the clerk of the committee by the Civil Service Commission.

Mr. C. H. Bland was recalled and further examined.

At the request of Mr. Bland,—

Ordered,—That the following corrections in evidence be made:—

Page 175, line 39. After "that" insert "acting."

Page 179, line 1. Delete the word "Commission."

Mr. Bland will produce a file respecting the appointment of an Assistant Narcotic Inspector.

Mr. J. H. Stitt, Commissioner, Civil Service Commission, was called and sworn. Mr. Stitt retired.

Mr. Bland will obtain a report respecting employees of the Department of the Interior laid off and subsequently reestablished.

On motion of Mr. Mulock,—

Ordered,—That the excerpts of the Civil Service Commission regarding eligibility and out-of-turn appointments shall be published as an appendix to this day's evidence. (*See appendix No. 1 and No. 2.*)

Mr. Bland retired.

The Committee adjourned until Tuesday, April 4, at 11 a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

APRIL 1, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Good morning, gentlemen. This morning I have a very interesting book to show you. Some members of the committee have seen it. It contains charts of all the departments on the lines of the charts that we received from the Civil Service Commission, showing the personnel of every department. It seems that the members of the committee will understand the composition of each department much better if each one is supplied with it. Do you not think so, gentlemen?

Some Hon. MEMBERS: Yes.

The CHAIRMAN: It will give us a general idea of the composition of each department. Therefore, gentlemen, will it be your pleasure to pass a resolution for the supplying of each member of the committee with a book like that?

Mr. MACNEIL: I will move that.

The CHAIRMAN: It is moved by Mr. MacNeil and seconded by Mr. Mulock. What is your pleasure, gentlemen?

(Carried.)

The CHAIRMAN: Will you have any objection to asking for thirty copies to have that number with the clerk, in case someone loses his copy or something like that?

Mr. MACNEIL: All right.

The CHAIRMAN: Moved by Mr. MacNeil and seconded by Colonel Mulock that thirty copies of the charts of the various departments shall be forwarded to the clerk by the commission.

(Carried.)

The CHAIRMAN: Mr. Bland tells me that he has nearly concluded the presentation of his suggestions, and that he will take only about fifteen minutes to conclude. Will you have any objection, gentlemen, if we leave until afterwards the questions about the rulings contained in the big, black book?

Some Hon. MEMBERS: No.

The CHAIRMAN: All right, thank you, gentlemen. Will you go on, Mr. Bland?

Mr. C. H. BLAND, Chairman of the Civil Service Commission, recalled

The WITNESS: May I first, Mr. Chairman, suggest two minor changes in the minutes of Wednesday, March 30. On page 175, in the first line of the second last paragraph, I think it should read:

In the third place, I think it would be desirable in so far as possible that acting promotions should be limited;

The word "acting" has been omitted. Then in the first line on page 179, it should read:

The Civil Service of Canada, after all, is a big machine.

I do not think there is much doubt about that statement. But that is not the way it appears in the minutes.

The first point I wanted to bring out this morning, gentlemen, was in connection with a clause of the Act to which reference has already been made by Mr. Fournier, namely, section 21, sub-section 2, the last four lines of which read:—

. . . . and, if necessary to prevent any serious interference with the public business, but not otherwise, may fill the position at once by making a temporary appointment as prescribed herein.

I think the question of temporary appointments pending an examination is one that frequently brings difficulty and trouble, not only to the service but also to members of parliament and to the public at large. The method of making these temporary appointments is as follows: If there is an eligible list available, an appointment is made; if no eligible list is available, the department is authorized to select some person who can fill the position for the time being, pending the examination. Three things may happen. If the person selected by the department secures the position when the examination is held, you will frequently find complaints from the other candidates and from the general public that the examination has not been fair. If, on the other hand, the person selected by the department does not secure the position when the examination is held, you will find frequently complaints from the person involved and from the department, to the effect that a good appointee should not be disturbed by an examination. I do not think this situation is a healthy or satisfactory one; and I suggest to you that it is good business that, as far as possible, temporary appointments should be made from eligible lists. If they cannot be made from eligible lists, they should be left unfilled as long as possible until an examination is held, or else they should be filled by relief officers from the departments concerned.

Another point I should like to submit to you is in connection with the ages at which recruitment is made to junior grades in the service, such as, junior clerks, stenographers, typists and so on. The present age limit for such positions is a minimum of eighteen years, with a maximum of thirty-five years. It frequently happens, under present day conditions, that recruits to junior positions paying a minimum salary of frequently only \$60 a month are adult men or women, sometimes married. I do not think it is a suitable or wise situation to have occur. I would suggest that some consideration should be given to the British system of age limits which are materially lower than ours here in Canada. In Great Britain their junior clerical employees such as clerks, stenographers and typists, are recruited within the age limits of sixteen to seventeen, eighteen to nineteen, twenty-two to twenty-four and twenty-four to twenty-eight years of age. While I do not know that we can copy the British age limits exactly as they are, I do suggest to you that it is unwise to recruit adult persons, sometimes with families and dependents, to positions paying only \$60 a month. I think it makes for dissatisfaction, and that the proper way to do it is to recruit younger persons to the junior positions and older persons to the senior positions and also provide for the promotion of the junior employees to the senior positions.

Mr. MULOCK: Do you want us to ask questions now, or do you want us to keep quiet?

The CHAIRMAN: I am in your hands. Whenever you feel like asking for information I believe you should do so. Have you any questions on that point?

Mr. MULOCK: I was going to suggest perhaps as we completed one point we might deal with it, because if you wait until you get five or six points, by the time you have got to the sixth point it will be impossible to remember the first one.

[Mr. C. H. Bland.]

The WITNESS: If I might make a suggestion, I would suggest that questions should be confined to the point under discussion, if it is desirable to deal with it that way.

By Mr. Tomlinson:

Q. How about remaining with section 21, which is a very vital section?

—A. I will be glad to do that, if you are going to ask questions now.

The CHAIRMAN: Will you ask a question?

By Mr. Tomlinson:

Q. Yes. Do you find, Mr. Bland, from the time a vacancy occurs until the time of the appointment by the Civil Service Commission, that there is a great delay in the appointment?—A. There is a considerable delay.

Q. Have you any suggestion to make to this committee that would assist it in recommending the manner in which we might speed up the appointments?

—A. Yes, I have one suggestion that I believe would help. I would suggest that the departments, just as far as they can, to a greater degree than they do at present, should anticipate their needs. It is obvious they cannot do that if a man suddenly dies. I do not mean to insinuate that they can do it in a case like that, but in many cases the departments can anticipate needs, and if they will let the commission know in sufficient time what the need will be, we will have eligibles for them.

Q. I understand, Mr. Bland, that in the outlying districts—I am not talking about places like Ottawa—if a vacancy occurs you do not make your appointment or send your inspector out to that particular place until there are two or three appointments to be made; therefore a very serious delay in those appointments occurs.—A. I cannot suggest very much with regard to the outlying districts in the way of speeding up the appointments, Mr. Tomlinson. I agree with what you say in these cases.

Q. It is rather a serious handicap?—A. It is. I was speaking more of the positions not in outlying districts where I think some departmental view ahead of time and some action on the part of the commission ahead of time would materially improve the situation.

Q. Do you think the complaint is caused by the Civil Service Commission having to save on the cost?—A. That is true.

Q. Of the examination?—A. That is true.

Q. But in the meantime you are faced with an acting temporary?—A. That is true.

Q. And it causes a great deal of dissension?—A. You agree with me there is a great deal of trouble caused by it.

By Mr. Mulock:

Q. Mr. Bland, occasionally when you are holding examinations—I do not mean for one position, but for a large number of positions—you need a large number of temporaries until the examination is held. Now, you cannot hold an examination, for instance, for postal clerks, in one place. You have several examinations, for instance in Vancouver, Winnipeg, and after you do conduct the examination, for the sake of argument, in Toronto, Montreal, etc., there must be of necessity some considerable delay in getting the ratings of these candidates on their papers because there is such a large number of people trying the examinations?—A. I agree that there are some cases in which I know of no way to improve the situation. I was thinking rather of the cases in which some means may be found to improve the situation. In the Department of National Revenue, for example, to which I referred yesterday, I think they have a good system. When they need an extra man for

border work or customs work, they have a system of what they call "relieving officers" until the appointment is made. I think it is a more satisfactory system than having a temporary employee called in pending examination.

Q. You are thinking more of individual positions rather than when an examination has to be conducted of a large number?—A. Yes. Though I would say this in reference to examinations involving large numbers; I think it is good business that a general list of persons available for that position should be kept constantly available. These suggestions are means that would permit us to do that.

By Mr. Glen:

Q. You made a suggestion yesterday in regard to the alternative to section 4, subsection 2. Would you mind reading that again?—A. The first suggestion I would make, Mr. Glen, is that in connection with temporary appointments, all departments should, so far as possible, anticipate their needs, so that the commission may fill the position by competition instead of having to have an acting appointment in the meantime. The second suggestion I make is that such temporary positions should be filled as far as possible by relieving officers of the department instead of by acting appointments.

By Mr. Fournier:

Q. Yesterday, Mr. Bland, I asked you if you would look into the file of the assistant to the chief of the narcotic division, Ottawa. I asked you if you would tell me who was appointed to that position as assistant to the chief?—A. Mr. Fournier, I am sorry that I have not done it, because I understood yesterday that I would be allowed to finish this statement and we would bring up the files after.

Q. It is under section 1.—A. If you would like it dealt with now I will try and deal with it.

Q. I will give you the file and try to memorize what I found myself.—A. I have to read it so I will have to see what I can find out about it. What was the question?

Q. In January, 1930, the chief asked for an assistant?—A. Yes.

Q. Would you read the qualifications of the assistant that was asked for?—A. May I read the duties as well as the qualifications?

Q. We would rather have the qualifications first.—A. Yes, sir. The reason I suggest the duties is that the qualifications naturally relate to the duties; but I shall read the qualifications first:—

Education equivalent to high school graduation; at least two years of clerical experience in a supervisory capacity; demonstrated ability to make investigations and reports, preferably police experience and some knowledge of the drug trade; administrative ability; good judgment.

May I now read the duties?

Q. Yes, please.—A.

Under direction to assist in the administration of the Narcotic Act division, Department of National Health and in particular to assist in the administration of the system of controlling legal traffic in narcotics; to assist in the examination of applications for import and export licences, and licences to manufacture narcotics; to make investigations and reports in connection with the legal traffic in narcotics and to assist in the secret service work in connection with illicit traffic; to take charge of the office in the absence of the chief, of the branch, and to perform other related work as required."

[Mr. C. H. Bland.]

Q. Now, the commission advertised for a competitive examination. How many candidates applied?—A. The files shows thirty candidates.

Q. In regard to the first examination, what was the report of the rating board?—A. The rating board considered the applications first of the returned soldier candidates. Of these two candidates appeared to possess the qualifications for the position and the representative of the department, Colonel Sharman, the chief of the narcotics division, asked that the board might adjourn until he might have the opportunity to make inquiries about these men, particularly in regard to character and integrity. That was the first report.

Q. Did the commission allow Mr. Sharman to make these personal inquiries into their character and ability?—A. Yes, sir; that appears to be so.

Q. He reported that they were unfit for the position?—A. I see here a three page memorandum from him marked "strictly confidential."

Q. I do not want that read, because I read it myself. He made a report they were unfit for the position.—A. His last sentence reads: "I would suggest that the whole matter remain open until my return from the Pacific coast in August." From which I gather he desired to make further investigations regarding it.

Q. He mentions a third name there that he thinks would be a proper man for the position?—A. Yes.

Q. Living in Vancouver?—A. He mentioned a third application from Vancouver, yes.

Q. He went out to Vancouver to see this man?—A. He was out there on business, yes.

Q. He could not locate the man?—A. I will have to go on to a later report on them. I notice the deputy minister of the department requests the commission to allow Colonel Sharman to make these inquiries.

Q. Anyhow, the third man could not be located. He had left the police force in Vancouver?—A. I am just coming to the report on that. The statement in regard to the third man reads as follows:—

As a result of confidential inquiries made from a reliable source the opinion was formed that this third candidate would not, in any event, have been found to be a candidate who would measure up to the requirements of the position.

Q. What is the date of that report?—A. August 7, 1930.

Q. What was the date of the requisition for the position?—A. January 28, 1930.

Q. When he came back from Vancouver was somebody appointed in a temporary capacity?—A. Yes. I see a report from the department dated January 21, 1931, requesting consideration of a change in the salary range, and asking that in the meantime that this young person be temporarily appointed in the position.

Q. Can you tell us the age of the young man who was appointed temporarily?—A. He was 29 years of age.

By Mr. MacNeil:

Q. Might I ask a question: May I ask why the department made a special request in this instance?—A. Because, I presume, the position of assistant chief of the Narcotics division is obviously one that requires a person of considerable experience in the narcotics drug traffic, and the work associated with it; and Colonel Sharman as chief of that division I think obviously felt that he should be personally satisfied that the man who was appointed should be both competent and thoroughly qualified for carrying out the duties of a position of that kind.

By Mr. Tomlinson:

Q. In other words, he felt that he should have a competent man, one who would be satisfactory to him?—A. Well, this is not the ordinary type of position. It involves what is really secret service work in connection with the narcotic drug traffic, and that is the reason why the person appointed should be perfectly capable.

By Mr. Fournier:

Q. The board recommended the appointment of one of these candidates?—A. No, the board recommended that inquiry should be made into their qualifications.

Q. Then, the commission divested itself of its responsibility?—A. The board authorized Colonel Sharman to make that investigation.

Q. And after all this work Colonel Sharman obtained from you authority to appoint a man in 1929?—A. That is true. May I read his qualifications?

Q. Yes?—A. He had served with the Royal Canadian Mounted Police from 1919 to 1924 as constable and detective, acting for three years as detective in the R.C.M.P. at Montreal on the narcotics squad, and also as a special preventive officer. He served from 1928 to 1930 in the British Columbia provincial police. Colonel Sharman's report goes on to say, I investigated his record with the R.C.M.P. and I am satisfied to give him a trial for six months.

Q. Does he mention in those qualifications his knowledge of the drug business?—A. No, there are no qualifications mentioned in the report that I read to you.

Q. Would you look up the qualifications of the other candidates and indicate to the committee who among them had a knowledge of or practice in the drug business?—A. The first had none; the second had none; the third man had none; the fourth man had none; the fifth man had none, except with the Mounted Police; the sixth man had none; the seventh man had none; the eighth man had none; the ninth man had none; the tenth had been an employee of a drug company.

Q. Had he had police experience?—A. No.

Q. There were other cases where the men were chemists or druggists but had no police experience?—A. I have not read all the qualifications, but I should think that would be true.

By Mr. MacNeil:

Q. Did the rating board make the final recommendation, or did they suggest further inquiries? What was the date of that? (No answer.)

Mr. FOURNIER: Mr. Sharman was the rating board.

The WITNESS: This is the board.

By Mr. MacNeil:

Q. Was the man temporarily appointed one of the original candidates?

Mr. FOURNIER: No.

The WITNESS: I do not think so, he does not appear to be.

By Mr. Fournier:

Q. Was it discussed at one time that you could not find in Canada a chemist or a druggist with police experience?—A. There is nothing to show that on the file, but I should judge from the report of the board it was pretty difficult to find a man with both; yes.

Q. Then, this young man was appointed as assistant, and later on I see in the file that you people in the commission wanted to force another competition for the position?—A. Well, let me come to that. The commission, I think, recommended that a competition be advertised.

[Mr. C. H. Bland.]

Q. What is the date of that?—A. The report from the examination branch is dated January 28, 1931.

Q. Was that the same time as— —A. That was at the same time as the temporary appointment was recommended.

Q. When was the second competition held?—A. The second competition was advertised under date of May 11, 1931.

Q. And the competition was held in August or September, something like that?—A. The time limit for the receipt of applications was June 4, and the advisory board met on August 20.

Q. Yes, but in the meantime the Department of Pensions and National Health appointed some gentlemen to be on that board while Colonel Sharman was absent?—A. Colonel Sharman was present at the board.

Q. In September?—A. No; he apparently was present at the board in August, Mr. Fournier.

Q. All right. He replaced another official of the Department of Pensions and National Health?—A. I do not see any mention of that on this particular board. That may be true. He was at the board apparently, at any rate, when it met in August.

Q. Did you change the qualifications for the second competition?—A. I will have to check that. Educational qualifications, equivalent to high-school graduation; that is the same. At least two years clerical experience in a supervisory capacity; that is the same; demonstrated ability to make investigations and reports—that is apparently the same. Apparently there was no change in the qualifications.

Q. How many candidates applied for the second competition?—A. The file says 66.

Q. Would you look a little further and see if there were not 153 people applied for this position?—A. It apparently had grown to that number by the time it was held.

Q. More had applied?—A. The original number was sixty-six.

Q. What is the date of the final report?—A. September 15, 1931.

Q. And no candidates were eligible?—A. I see the explanation, there were sixty-six returned soldier candidates.

Q. I think 153 all told?—A. Yes.

Q. And the report says that out of the 153 candidates that nobody qualified?—A. It says, your board recommends that all candidates be declared unsuccessful for this position. A particularly good type of man with special experience in investigation work is required in order to deal with cases relating to the illegal traffic in narcotics. This is the second time a competition has been held and no successful candidate has presented himself. The department intended to increase the salary range from \$2,800 to \$3,260, from the former rate of \$2,400 to \$2,880; but on account of a reduction in the estimates presentation of this recommendation to the Treasury board was not proceeded with any further and the position was advertised at the old rating.

Q. Can you give us the personnel of the board?—A. Lt.-Col. T. S. Belcher—

Q. This is for the second competition?—A. Yes. And Colonel C. H. L. Sharman, Chief of the Narcotics division of the Department of Pensions and National Health, a representative of the commission and a representative of the Legion were also present.

Q. What is the date of that last report?—A. The date is September 15, 1931.

Q. So that all told now we have 183 people who applied for that position and nobody was found qualified?—A. That appears to be the situation.

Q. Now, Mr. Bland, can you tell me if the young man who was appointed as assistant to Colonel Sharman has been in that position ever since?—A. I could not tell you that without having the file, Mr. Fournier. I do not think an appointment has been made, but I would have to check it up.

Q. I have asked for the whole file on it?—A. Yes.

Q. The reports indicates that the whole 153 people were not qualified, and I wanted to find out whether or not in 1931 there was still the young man there whose name does not appear on the competition which was held to fill the position?—A. Have you got that file?

Q. It is not the same?—A. For that other young man who was employed temporarily?

Q. No, I have not.—A. That is the file we should have. That will show whether he is still on or whether he is on for six months—I will get that.

Q. Going back to Section 21—

The WITNESS: May I just make a note of that, please?

Mr. FOURNIER: Certainly.

By Mr. Fournier:

Q. Up until the 15th of September, 1931, a period of a year and a half had elapsed without your being able to fill this particular position?—A. In this particular case.

Q. In that case; and the whole record shows that the commission turned over to the chief of the branch practically the power of appointment?—A. I do not think I would be prepared to go quite that far.

Q. We will see, we will have the file?—A. Quite so. May I answer the question? The commission delegated to Colonel Sharman the right to investigate the qualifications of three candidates in Vancouver.

Q. And the commission took Mr. Sharman's report?—A. Yes, that is true.

Q. And approved it?—A. Yes.

By Mr. MacNeil:

Q. Well, under the Act the commission is vested with the authority to make temporary appointments?—A. Yes.

Q. Why would not the temporary appointment be made from this other list of candidates?—A. Because none on the list of candidates had been considered satisfactory.

By Mr. Fournier:

Q. The man appointed didn't even compete?—A. He may not have been considered satisfactory either. That is what I would like to find out.

Q. But he held the position just the same?—A. I do not know how long he held it. He may have held it a very short time. That is what I would like to ascertain from the file, also whether or not he was a candidate in the second competition.

Now, Mr. Bland, to the best of your knowledge, do you know of any cases where appointments were made by chiefs of branches in that way?—A. I know of some other cases where the commission has delegated to chiefs of branches or to deputy ministers the right to investigate the qualifications of certain persons to be considered; yes.

Q. And once he has been given that power the commission approves the report of such an officer?—A. The commission first considers the report made by the departmental official; in some cases it is accepted and in some cases it is not. In this case it apparently was.

By the Chairman:

Q. Just to make Mr. Fournier's point clear; by "appointment" in the case of this young man you mean actual employment, do you not?—A. I would say temporary employment rather than appointment. He was not appointed, he was a temporary employee.

[Mr. C. H. Bland.]

The CHAIRMAN: Yes, but there is to be no confusion in your answer. You should speak as to the actual employment of the young man. That is what Mr. Fournier is interested in as I understand it.

By Mr. Fournier:

Q. I was wondering whether this young man was employed as assistant chief—whatever the title is—and if he were appointed without any competition other than the report of Mr. Sharman to the commission that he was worth a trial?—A. He was temporarily employed on that basis, yes.

By Mr. Tomlinson:

Q. Was he then eventually appointed?—A. He was employed for a period of—how brief or how long it was I do not know without getting the file.

By the Chairman:

Q. Therefore, the competition was not serious because it was in the mind of Mr. Sharman that this young man should stay there although not being a candidate in the competition; is that it?—A. Well, I do know what was in Colonel Sharman's mind, obviously.

The CHAIRMAN: No, but it is very strange.

By Mr. Fournier:

Q. At all events, the file is closed, and we will have to get that file?—A. We will have to get the other file.

Q. But in cases of which you know, the commission did delegate its powers to heads of departments, deputy heads or chiefs of branches?—A. Yes, that is true.

Q. And generally approved their reports?—A. I do not know that I would like to agree to the term "generally," Mr. Fournier. The commission uses its discretion on the question of whether it approves or whether it does not. In this case it did.

Q. But I gather from your evidence that the last part of sub-section 2, section 1, is giving trouble to the commission?—A. It is.

Q. And you ask the committee to help the commission to remedy that situation?—A. That is quite true.

Q. You make two suggestions: that the chiefs of branches should in advance acquaint the commission with the probable opening of a position?—A. Yes.

Q. So that they can prepare an eligible list; and secondly, that a relieving officer from the same department or some other department should be appointed temporarily, or somebody from the service, at all events?—A. Yes.

Q. Will you look at that same file and tell us if a gentleman named Edwards was recommended by his own department, and very highly recommended, but had not the ghost of a chance of being appointed?—A. Is that in the first or second competition?

Q. At the close of the first competition?—A. Mr. Evans—are you sure you have the name right? Mr. Evans comes from Paris, Ontario.

Q. No, no, there is a Mr. Edwards and I think he was from the Department of Mines and Resources.—A. Mr. Edwards was recommended for consideration for this position, not as an applicant, I think, but as a lay-off from the Department of the Interior. Mr. Edwards had been a druggist prior to his employment in the public service.

Q. Then he was employed on a salary of \$2,400? That was his maximum?—A. I think that is true.

Q. And they asked the commission and the other department to transfer him to the Narcotic division?—A. Mr. Edwards had been a druggist for four years, and was subsequently a correspondence clerk in a government department. On September 2, 1930, the advisory board reported in connection with him as follows:—

He does not, however, in the opinion of your board, possess the minimum qualifications for the position, lack of experience in investigation work, which is most necessary; he has no police experience and his knowledge of the drug trade is purely that of a pharmacist. His experience in illegal traffic in narcotics is nil, and, in the opinion of your board, he is not suitable for appointment.

Q. If you look over Mr. Edward's qualifications you will find that he has had a high school education?—A. Yes.

Q. Also experience in office management?—A. Yes.

Q. Also a knowledge of drugs, or chemistry; his only failing being that he had had no police experience or detective experience?—A. That is just what this report says, yes.

Q. Do you know if later on this Mr. Sharman tried to change the qualifications of the incumbent of this position when he found that out of two hundred people in Canada who applied he could not find one with the proper qualifications?—A. I do not know if that is in the file. I do not see it.

Q. Would you file with the committee the qualifications suggested by Mr. Sharman when this man was appointed?—A. Yes, I would be very glad to.

By The Chairman:

Q. How old is Mr. Sharman?—A. Well, I am only guessing; I should think he would be between 55 and 60. Someone in the committee spoke of him the other day. Was it Mr. Hartigan?

Mr. HARTIGAN: No:

Mr. STITT: I happened to know Colonel Sharman—

The CHAIRMAN: It will be necessary to swear Mr. Stitt if he is going to make a statement to the committee.

J. H. STITT, Commissioner, Civil Service Commission, sworn.

The CHAIRMAN: Now, Mr. Stitt, you are entitled to speak in this committee in due course.

Mr. STITT: I just happened to know him.

The WITNESS: I will get that information Mr. Chairman.

By Mr. Fournier:

Q. Your two suggestions, I think, are quite proper. Would you not suggest that in a case like this when it is found by the commission that the chief is delaying an appointment—and in this case it is evident that someone delayed the appointment for a year—would it not be proper that the head of the department should be acquainted with the facts and make some recommendation?—A. Under the law, Mr. Fournier, the commission deals with the deputy heads of departments, under the provisions of the Civil Service Act. Are you suggesting that the minister of the department be advised—

Q. I am suggesting that the whole system is contained in section 19, and we are not going to touch it. It says:

Neither the Governor-in-Council nor any minister, officer of the crown, board or commission, shall have power to appoint or promote any employee to a position in the civil service.

That is quite clear?—A. That is quite clear.

[Mr. C. H. Bland.]

Q. What I have in mind is under section 21, as in this case where we are having a lot of trouble; would it not be wise for the head of the department to have some say in the appointment of a temporary employee? I am going to give you my reason. If the head of the department makes a temporary appointment, we are pretty sure he will not stay there after the competition; but if it is the chief of the branch who appoints the man of his choice, generally he is bound to stay there for ever.

By Mr. Hartigan:

Q. How do you reconcile the delegation of the powers of the commission to the heads of branches to make investigations under The Civil Service Act?—

A. Under section 4, sub-section 2 of The Civil Service Act, provision is made that the deputy heads and other officers and employees of the civil service shall give the commission such access to their respective departments and offices and such facilities, assistance and information as the commission may require for the performance of its duties. And under section 4, sub-section (d), it states:—

The duties of the commission shall be, to obtain the assistance of competent persons to assist the commission in the performance of its duties.

In cases of this kind, Dr. Hartigan, it seems to me that the commission must work at least in consultation with the department as to the needs of the position and the qualifications of the person to be appointed. And in this particular case, the Commission, I think, exercised those two sections to enlist the report of the chief of the branch on the qualifications of these three applicants.

Q. For instance, in this particular case, how could any man expect to get a man in Canada with detective experience and also with qualifications as a druggist? The two are not similar at all?—A. It apparently was impossible.

By Mr. Tomlinson:

Q. Mr. Bland, certain reference was made here to Mr. Edwards who was formerly of the Department of the Interior?—A. That is right.

Q. And he applied for this position?—A. No, I do not think he applied; he was considered as a lay-off.

Q. A lay-off?—A. Yes. May I just explain that? A permanent employee of a government department who is laid off on abolition of his position is entitled to preferential consideration for other positions.

Q. You will be acquainted with an order in council, P.C. 194-1286 dated 9th June, 1930, which reads as follows:—

The undersigned has the honour to report that the transfer of the natural resources to the Provinces will cause the work of a number of employees of The Department of the Interior to disappear.

The Department of the Interior has furnished lists of such employees to the Civil Service Commission for the purpose of transferring them to vacancies in other departments.

The undersigned would therefore respectfully recommend that the names of these surplus employees be considered ahead of any eligibles on The Civil Service Commission's eligible list other than lay-off lists (as described in section 54) of the departments of the government service for which the employee is qualified.

The undersigned therefore recommends that all departments of the government service be directed to co-operate to the fullest extent in placing these employees in vacancies in their departments and that before advertising any vacancy in any department every effort be made

by The Civil Service Commission and departments of the government service to fill such vacancies by transfer from the Department of the Interior of any surplus employees of the same or other classification, who may be considered qualified for such vacancy.

—A. What is the date of that?

Q. That was the 9th of June, 1930. But on the 15th of May, 1931, there was another order in council P.C. 189-1118. It was practically the same with the exception that the various departments in the commission be directed to assign surplus employees of The Department of the Interior to replace any married women who are now employed. It reads as follows:—

1. That the commission be directed to make no further appointments, either permanent or temporary, from outside the service to any positions that can suitably be filled by surplus employees from the Department of the Interior.

2. That the various departments be instructed to co-operate with the Civil Service Commission with a view to replacing, in so far as practicable, all temporary employees under certificate of the commission who have been employed for a year or less, by employees of the Department of the Interior whose names have, in accordance with the provisions of The Civil Service Act, been placed on the lay-off list established by the commission.

3. That the various departments and the commission be directed to assign surplus employees of the Department of the Interior to replace any married women who are now employed.

I would like you to obtain for me a report as to the number laid off from the Department of the Interior and the number absorbed in other departments under these orders in council. Are you presently able to tell me if the commission utilized every effort to absorb these lay-offs?—A. The consideration in Mr. Edward's case was the result of that order in council. You will notice the original advertisement was issued before the passage of the order in council; but after the passage of the order in council I am glad to assure you that the commission has made every possible effort to absorb these, and has been fairly successful. I will give you a report showing the number laid off and the number absorbed.

By the Chairman:

Q. The commission delegated its powers to Mr. Sharman?—A. Yes.
Mr. TOMLINSON: Mr. Bland, make that report year by year.

By the Chairman:

Q. I would like to know if Mr. Sharman was the selection of the commissioners of the civil service, on the one hand, the Royal Canadian Mounted Police, on the other hand, or if he was just selected by someone of the organization?—A. I will read the report, if I may, Mr. Chairman.

Mr. MACNEIL: You are referring to Colonel Sharman, Mr. Chairman?

The CHAIRMAN: I am referring to the Mr. Sharman whose name has been mentioned.

Mr. MACNEIL: Chief of the Narcotic division?

The CHAIRMAN: Yes.

Mr. TOMLINSON: Mr. Chairman, as I see this case at the present moment, no doubt the department requested that they be able to investigate and obtain their man.

The WITNESS: That is what I was going to point out.

[Mr. C. H. Bland.]

Mr. TOMLINSON: I think Colonel Sharman is the man who should be in the witness box advising us.

The CHAIRMAN: Well, Mr. Tomlinson, you will see from the trend of my two or three questions where I desired to arrive.

The WITNESS: May I answer your question, Mr. Chairman?

The CHAIRMAN: Yes.

The WITNESS: This is a letter from the deputy minister of the Department of National Health, dated May 28, 1930, marked "Confidential."

Q. It was in the Department of National Health?—A. Yes.

Q. Not in the R.C.M.P.?—A. No sir. The request is made that the matter be allowed to remain for the present. The last sentence reads:—

There is still one applicant now with the Criminal Investigation division of the Vancouver City Police, in connection with whom Colonel Sharman will make enquiries while in Vancouver in June.

Q. Therefore, it was not from the Royal Canadian Mounted Police; he was delegated by the commission to decide about it?—A. No, sir. This letter is from the deputy minister.

Q. Dr. Woodhouse?—A. No. Dr. Amyot was then deputy.

Q. Oh, yes.—A. This is a letter from him, the deputy minister of the department in which the vacancy existed, asking that Dr. Sharman, an officer of his department, investigate this particular qualification while in Vancouver.

Q. It was suggested by Dr. Amyot, the deputy minister?—A. Yes.

By Mr. Fournier:

Q. While on that file, would you find a letter by which the deputy head of that department at one time appointed another gentleman on the rating board. I think that is for the second one.—A. That may be here. I do not know. I was not able to find that one. That is for the second competition.

Q. I believe this Colonel Sharman was overseas at that time, at Geneva.—A. I do not see anything from the department. I see here a memorandum from the examiner dated August 13th, 1931, recommending that the board be composed of the chief executive officer of the department of the Department of National Health, J. J. Heagerty— is that the case you have in mind?—Colonel Sharman, chief of the Narcotic Division of Health, an officer of the Royal Canadian Mounted Police to be detailed by the commissioner or superintendent of the R.C.M.P., the department examiner as well as the examiner of the commission.

Q. You will find correspondence from Mr. Heagerty in which he is asking the board to delay its sitting awaiting Mr. Sharman's return?—A. It may be so. I will try to find that. You are a better searcher than I am. I cannot find it. I see a note here. There is the original application and there is the board's report. May I read this?

Q. Do I understand that Dr. Heagerty had two rating officers appointed by the deputy-minister?—A. The suggestion of August 13, made by the examiner of the commission was that Dr. Heagerty and Colonel Sharman should both be members of the advisory examining board. I see a note here, not a letter, dated August 14, the next day, to the effect that Colonel Sharman, chief of the Narcotic Division, advises by telephone that Dr. Heagerty will not attend the board meeting in accordance with instructions from Dr. Amyot, the deputy-minister.

Q. If I have that clear in my mind, Dr. Amyot, the deputy-minister, appointed two rating officers in the department?—A. No. The commission suggested that there should be two rating officers.

Q. The commission suggested Dr. Heagerty and Colonel Sharman?—A. Correct.

Q. And the commission the next day received a telephone call from Colonel Sharman stating that Dr. Heagerty will not attend?—A. On instructions of the deputy.

Q. Of whom?—A. On instructions of the deputy-minister.

Q. So that the commission asked for two rating officers in that department, but the deputy-head says "No, we will send only Colonel Sharman"?—A. That is what the file says, yes.

Q. They do not give the reasons why?—A. No.

By Mr. MacNeil:

Q. Are there many such cases?—A. No, not of this particular type. Very few, I should say.

By Mr. Fournier:

Q. If I had the time, I would find others too.—A. If you go back over a number of years, out of thousands of cases, I think we can both find some. I am simply saying that I do not think they comprise a very large section of the total number of cases dealt with. I will say, furthermore, that "some" are too many.

Q. All right. We will carry that on. Would you file with the committee, just on this same point, all the files, documents and correspondence relating to the filling of positions in the Department of Agriculture for the last two years, and see how they proceed? Have you got special files in the commission?—A. You will need a truck.

Q. I do not know if it will take a truck, but in that I will find a lot of these positions go that way.—A. I know the cases you mean; and I hope you are not asking for all the Agricultural files.

Q. No; but I want to impress on the committee that this is being done in the service.—A. May I attempt to pick out a few instances rather than bring you all these files?

Q. Bring a few cases, anyway.—A. As a matter of fact, I was going to refer to one this morning.

By Mr. MacNeil:

Q. Mr. Bland, where the commission consider it advisable to have one or more departmental officers on the advisory board, what precautions do you take to prevent the procedure being weighted in favour of an applicant who might be a favourite with the departmental official?—A. Well, there are two precautions. The first precaution is that the qualifications suggested by the department, in the first place, are very carefully checked and weighed both by the organization branch and the examination branch of the commission. So that is the first check. The second check is that the advisory board consists not only of one or sometimes two representatives of the department, but of at least four and sometimes five other members, one or two of whom will be some outside the service and one or two of whom will be members of the Civil Service Commission itself. And as I said to Mr. Boulanger, I think it was, a day or so ago, it is the general feeling, I think, of the commission examiners that the departmental representatives cannot outweigh the other members of these boards. If they get away with it in the odd case, it is the great exception rather than the rule.

Q. Do representatives of the commission have an equal voice?—A. Quite.

Q. And then the findings of the board are again subject to review by the commission?—A. That is true.

Q. In this case under consideration, did the commission take steps to investigate the qualifications of the man temporarily appointed on recommendation of the department?—A. Yes. I have read you the report on that particular case.

[Mr. C. H. Bland.]

Q. Why was he not required to enter into this second competition?—
A. Because it was simply a temporary appointment pending re-advertising. It was not a permanent appointment. His employment was just in a temporary capacity pending the re-advertising of the position. I think the fact that he did not apply probably indicates that he was not satisfactory.

By the Chairman:

Q. Just a minute, Mr. Bland. What was the first precaution that was taken there?—A. Checking of the qualifications originally suggested by the department before the position is advertised.

By Mr. Tomlinson:

Q. Mr. Bland, would you say that pressure is brought to bear upon the commission from the deputy-heads to make certain appointments probably suitable to them?—A. The commission is occasionally asked, Mr. Tomlinson,—and I want to make it clear that this is the exception rather than the rule—to insert in advertisements qualifications that it does not consider fair.

Q. They are?—A. Yes.

Q. And pressure is brought to bear in certain instances?—A. Well, the commission is asked to do that. I am not saying the commission does this. In the great majority of cases it does not do it.

By Mr. MacNeil:

Q. Have you the authority to revise the qualifications?—A. Yes.

Q. And have you done that?—A. Yes, in a good many cases.

By Mr. Fournier:

Q. When you receive requisitions for qualifications as mentioned in this case, it must strike the commissioners that it is an impossible proposition to find a man fulfilling those qualifications?—A. I would like to answer that after I have ascertained whether they have got a man on it yet or not. I do not know whether they have. I will admit that the qualifications must have been very difficult when we could not find a man who had them.

Q. Well, if it takes eighteen months or two years to fill a position, there is something wrong.

By Mr. Tomlinson:

Q. To carry that on further, Mr. Bland,—what in your opinion, should this position require? Did it require those qualifications, to be successful?—
A. I think that if a man could have been found with both knowledge of the drug trade, the drug traffic, and the secret service involved in it, he would have been the best man you could have found.

Q. And would have been of valuable service?—A. Yes.

Q. To that particular branch?—A. Yes, I think so.

By Mr. Fournier:

Q. But they could have asked for two men, one with detective knowledge and the other with the drug knowledge?—A. Well, I think I am not getting on ground that I should not be asked to cover. I think this is something that Colonel Sharman should answer rather than myself.

Q. Oh, we will ask him.—A. He can speak much more clearly on what the work is and in connection with the qualifications required.

Q. Would you consider and report to this committee your opinion of a tentative amendment to the last four lines of that section, so that it would read as follows:—

. . .if necessary to prevent any serious interference with the public business, but not otherwise, the head of the department may fill the position at once by making a temporary appointment as prescribed herein.

Mr. MACNEIL: You mean notwithstanding section 19?

Mr. FOURNIER: Notwithstanding section 19.

The WITNESS: Will you make that subject to the existence or non-existence of an eligible list?

By Mr. Fournier:

Q. Well, it is stated in the same section:

The commission shall thereupon appoint the person whose name stands highest upon the commission's list of eligible persons for the class in which the position is found and who is willing to accept the appointment;

That is the principle—if you have a list.—A. As long as that principle is understood.

Q. We will leave that principle in there.—A. All right.

Q. It is further stated in the section: "in case there is no such list for the class, the commission shall forthwith hold an examination." Keep that principle too.—A. Yes.

Q. My amendment would read: "and, if necessary, to prevent any serious interference with the public business, but not otherwise, the head of the department may fill the position at once by making a temporary appointment as prescribed herein notwithstanding section 19."—A. The practical effect of the suggestion you are making, Mr. Fournier, is that the head of the department should make a temporary appointment rather than that the deputy-head should do it?

Q. Yes.—A. I will be glad to consider that.

By Mr. Tomlinson:

Q. Mr. Bland, I am still not satisfied with the eligible list that is mentioned at the beginning of subsection 2. Would you still say that the second man on the list should receive that appointment on the death of number one?—A. I think so.

Q. Are you then obtaining the best man suitable to that service?—A. Well, the alternative to that would be to hold a new examination for every particular vacancy.

Q. I am talking about important positions.—A. Yes. The Act, I think, hardly contemplated that when it provided that eligible lists should be established for classes of positions, although I see your point in connection with important positions.

Q. Yes?—A. And I qualify my answer in respect to important positions. I think it might well be in the public interest to hold a new examination if number one on the list for a highly specialized position died or was not available—preferably died—after having been there for six months.

By Mr. Hartigan:

Q. Did you say "preferably died"?—A. I will take that back, Mr. Hartigan.

By Mr. Tomlinson:

Q. What I am attempting to make clear—in this particular matter you have a range from 70 per cent to 100 per cent?—A. Quite so.

[Mr. C. H. Bland.]

Q. And you might have half a dozen applicants for this particular highly technical position. You would rate them one, two, three, four, five and six?—A. Yes.

Q. Number one might receive 95, and number two might only receive 76. Now, I do not think that is fair to the service.—A. I think your point is well taken; and I would like to say that what I was referring to, and what I thought you had reference to, was general eligible lists—for example, for clerks, stenographers, postal clerks and so on.

Q. Oh, no.—A. In those cases I think it is good business that the second appointment should be the second man on the list rather than hold a new examination.

By Mr. Green:

Q. Have you got discretion in this matter?—A. Yes.

Q. Then you could make a new list?—A. Yes. We do occasionally. Does that answer your question, Mr. Tomlinson?

By Mr. Tomlinson:

Q. I wanted to make one further statement. We have to-day highly technical students graduating each year?—A. Yes.

Q. And when you make an eligible list of, say, three for these highly technical positions, it seems to me when you take number two who has not qualified in the first instance, you are depriving these young men of the opportunity of attempting that examination.—A. When you are referring to highly specialized positions, I quite agree with you. As a matter of fact, in answer to that question and that of Mr. Green, I will point out that it is the procedure we adopt. In selecting assistants for geological parties, for example, we hold an examination each year. We do not take the remaining persons off the previous year's list, for the reason that in the intervening period we may have been able to get better people.

By Mr. Green:

Q. You have that power without any amendment?—A. Yes, we have that; and we exercise it.

Q. You have discretion?—A. But I think the point is well taken.

By Mr. Tomlinson:

Q. I think it probably could be exercised a little more.—A. Perhaps so.

By Mr. MacNeil:

Q. If Mr. Fournier's proposal is given effect to, will it not tend to undermine the merit principle of the Act? I had in mind the fact that if it becomes known that the minister has power of appointment, he must give consideration to certain considerations other than those of merit. Also, would it not be apparent that the man who was temporarily appointed would have a distinct advantage over those later entering the competition?—A. I am not attempting to put into Mr. Fournier's mouth words that do not belong there. I imagine that his suggestion that the minister rather than the deputy should make the selection is based on reasons that he would prefer to explain rather than have me explain.

By Mr. Green:

Q. That is the effect?—A. That is the effect, undoubtedly.

Q. To undermine the merit system?

Mr. FOURNIER: Oh no. I have been standing here for the last hour speaking in favour of the merit system under the commission itself. When I came to this committee I had other ideas about this Civil Service Commission, but I am open to conviction.

The WITNESS: I hope you will amplify that a little.

Mr. FOURNIER: When I came here I thought most of the complaints received would come from the members of the commission; but I have found out in the last month that I was in error in that respect. I am ready to admit it. I know quite well where the things are not running smoothly, and who wants to run the whole civil service; I have, in fact, told of certain cases where chiefs of branches and in some cases deputy ministers have been causing a great deal of trouble and not the commission. ~~X~~ I told Mr. Bland privately that I thought the commission in certain cases was not upholding its powers to the full extent, and was allowing the departments to overlap their authority, especially in promotions.

Mr. GREEN: Is not the effect of your amendment to take away from the Civil Service Commission the power to fill the temporary positions and give it to the minister?

Mr. FOURNIER: I am taking it away from the chiefs of branches. The commission's views are based upon the report of the chief of the branch, because remember this, the chief of the branch knows more about the duties of the branch than the members of the commission and their investigators, and the general practice is to approve of the recommendation of the chief of the branch. True, they are only temporary employees. In my opinion, if the man was picked by the minister he would have to be well qualified to be rated afterwards by the rating officers of the department and the rating officers of the commission to be appointed.

Mr. GREEN: As the section reads now the commission does the picking of the temporary man.

Mr. FOURNIER: I know. But Mr. Bland himself has admitted that that was part of the trouble the commission was having. In the words of the section there is supposed to be an eligible list to fill vacancies. When that eligible list exists there is no trouble. They have to appoint the first man on the list. If there is no list they have to advertise for a competition. Now, when they advertise that competition, and the branch has chosen somebody they have in mind, they will call in a hundred people and declare they are not qualified. That is what was done.

Mr. GREEN: Why do you take the commission out of the picture? They are the people to pick them.

Mr. FOURNIER: I am not taking the commission out of the picture but under the existing system I believe the commission is only a rubber stamp.

Mr. GREEN: Should not we give them more power and not take the power away from them?

Mr. FOURNIER: The commission does not know personally the qualifications required for a special job advertised. They have no experience. They have to follow subsection (e) of section 4 and appoint competent officers to report, and that is what they do. Mr. Bland has explained that. But you are up against this proposition. You have to appoint somebody outside or somebody in the department to make the report, because they are considered competent to make a proper report.

Mr. GREEN: Then we should give them more power to set the qualifications.

Mr. FOURNIER: You are giving them power that they won't fulfil unless they go back of subsection (e) of section 4. They will always come back to it. Our duty is to obtain the assistance of competent persons to assist the commission in the performance of its duties. They will have to come back there, and if they come back to that naturally they will appoint somebody in the department to make the report. My suggestion is this: if the temporary

[Mr. C. H. Bland.]

employee was appointed strictly by the minister—and there is an ex-minister here—and then an examination called, this chap would be a candidate, if he so desired, and if he is a candidate and he has to be rated by somebody in the department, somebody in the commission and probably an outsider, he has a handicap.

Mr. GREEN: If your amendment carries the result would be that the minister would go outside and pick a man.

Mr. FOURNIER: Temporarily, don't you think; only temporarily. Don't you think that Mr. Stewart could make a temporary appointment as well as Colonel Sharman, the chief of the narcotic branch?

Mr. GREEN: I think the commission should.

Mr. FOURNIER: They have no more experience than the minister has. They do not know anything about narcotics, unless they were specially qualified when appointed on the commission.

Mr. MACINNIS: This is only a suggested amendment. I believe the suggested amendment should be left until we discuss the other amendments. I am raising this question on a point of order.

Mr. FOURNIER: We want Mr. Bland to say something on this.

Mr. MACINNIS: Mr. Bland has been asked to formulate an amendment.

Mr. FOURNIER: Mr. Bland gave us reasons for this amendment, and I was trying to formulate it.

Mr. MACINNIS: You did that because of the discussion that arose. If it continues I am going to get into the picture myself.

Mr. GLEN: This is surely material; it comes under section 21.

Mr. TOMLINSON: I should like to say here, in support of Mr. Fournier's suggestion; who is responsible to this department? The minister is responsible for the proper actions of the department during that temporary period. I can quite see the force of Mr. Fournier's suggestion. The deputy head is not responsible in a direct way to the people of the country and the minister is. He feels that the minister should make the temporary appointments. No doubt he will do it on the advice of his deputy, for all I know.

Mr. CLEAVER: The deputy is responsible to the minister.

Hon. Mr. STEWART: It seems to me that we are really arguing about something where there is not very much difference of opinion. Let us assume that there is a vacancy in the department that has to be filled temporarily. Now, who should know more about the person in that department who is qualified to fill that position than the head of the department or the deputy minister? I think they are the ones, assuming that they are acting honestly—we have to assume that men are honest. From my experience most of them are.

Mr. MACNEIL: That would be in regard to the matter of promotions.

✓ Hon. Mr. STEWART: Not necessarily at all. I am speaking of temporary appointments. Now, I know as a matter of practice that in the department over which I had something to say for a period of five years, the deputy minister would, in a case of that kind, get the opinion of the head of the branch, and he would come to the minister with it. He would get the minister's approval. I believe that you should leave it, and in effect it will be left, with those who are in a position to know the whole situation. I do not believe the minister should be expected, with all he has to do, to know without the advice of his deputy or the head of the branch, who ought to be appointed temporarily to a position. I think the minister is thrown back again, if you leave it in his hands, on those who are in the positions I have indicated, the deputy, the head of the branch, to make the recommendation. I know that is the way it was done.

Mr. GLEN: From your experience as minister during that period of five years, and taking into consideration the ramifications of the Public Works Department, were all appointments of a temporary nature submitted to you as minister?

Hon. Mr. STEWART: I would not say they all were; but I know some of them were. I do not know whether the outlying districts were. We had a number of them. We have outlying branches who have engineers and architects, branches outside of Ottawa; but I know in Ottawa there was consultation.

Mr. GLEN: The important ones would be?

Hon. Mr. STEWART: I think so.

The CHAIRMAN: You know, in your department there were district engineers who were never qualified as civil engineers.

Mr. MACINNIS: As this discussion is in order I should like to ask Mr. Bland a question under subsection 2 of section 21.

By Mr. MacInnis:

Q. The Civil Service Act now has the right to make a temporary appointment?—A. That is true.

Q. And does the commission exercise that right in making the appointment?—A. That is a question that cannot be answered, Mr. MacInnis, by yes or no. I have got to explain how these temporary appointments are made, and I think I should say this, that I will be referring in my answer only to cases in which no eligible list existed. The Act provides if an eligible list does exist it is to be used. In cases where an eligible list does not exist under the conditions that are presently existing, that is the comparative scarcity of our funds and our staff, we cannot hold examinations, practically. If the temporary appointments are to be made we have not even got money or staff to do it; consequently what we must do, and what we do do, in such cases, a great majority of them, is to give the department the authority to select someone for the temporary period pending the examination being held. The department reports to us whom they selected. We check their qualifications and if we are satisfied that they are competent to do the work we give them a temporary certificate for the one, two or three months that may be necessary before the examination is completed.

Q. Then the commission does make temporary appointments before holding examinations?—A. I think it would not be in accordance with the Act to make temporary appointments without holding examinations.

Q. It would not?—A. It would not, no,

Q. If Mr. Fournier's suggested amendment should be carried here it would take the right away from the commission and invest it in the minister?—A. If you will permit me to make a suggestion, I think it is a question that involves and requires a great deal of discussion; it is not a matter that can be settled in ten or fifteen minutes discussion here. As a matter of fact, if I am not out of order again, I think it is a matter that should be discussed by the sub-committee. I will be glad to consider Mr. Fournier's suggestion; but if you will permit me I think in ten minutes I will finish up my whole presentation, and this I do not think can be finished up in the time between now and 1 o'clock.

By Mr. Mulock:

Q. There is one point I should like to deal with in regard to Mr. MacInnis's question. He has said that the Civil Service Commission could not fill a temporary position without an examination.—A. I said I did not think it would be in accordance with the provisions of the law if it did.

Q. You must put a man in there acting temporarily until the competition is held?—A. Yes.

Q. In many cases you do?—A. We do.

[Mr. C. H. Bland.]

Q. I want to get that distinction between the temporary positions being filled until the examination is held?—A. Quite.

Q. And the case that Mr. Fournier referred to.—A. I take it, Colonel Mulock, we are referring here, when we speak of temporary appointments, to temporary appointments made pending an examination.

Q. Yes, that is right.

The CHAIRMAN: Now, gentlemen, permit me a word. This, of course, is a matter of practice. It is essential to the Civil Service Act, and we are discussing it on various lines. Some perhaps hold some views and others different views, but here, gentlemen, I have the practice of the commission with regard to eligibility from 1920 to August last, and the different rulings are summarized in two or three lines. Therefore, it seems important—it is only my own view—to put before you a summary of the practice of the commission with regard to eligibility before going further. It is contained on a few pages. From these pages I can take excerpts of the summaries of the rulings of the commission with regard to the Department of Agriculture referred to by Mr. Fournier. If I did that it would save a lot of time. I shall put it before the committee to show the committee how it has been decided by the commission in various cases with regard to eligibility. I think I should do that before we proceed any further. If you will allow me I will give you a few quotations from this book. They consist of only a few pages, and then it will be printed in the report and in that way will be available to all members. Do you agree with that, gentlemen? This is merely the practice of the commission during the last seventeen years. It is very short.

Mr. GREEN: Could not that come up after Mr. Bland has completed his statement?

The CHAIRMAN: This material will be of use when we are discussing the question of eligibility. Do you agree that we should go ahead and settle this question now? This will give you an idea of how they work, and I think will be helpful to the committee.

Mr. JEAN: Might I ask a question of Mr. Bland on that point?

The CHAIRMAN: Yes.

By Mr. Jean:

Q. Is it not a fact, Mr. Bland that your eligible lists are in force for a certain period of time?—A. Yes.

Q. What is the limit on that?—A. Two years.

Q. So that when you are holding another examination before the expiration of the two year period, on what grounds are you making that examination?—A. Just on the grounds about which Mr. Tomlinson was speaking, special qualifications.

Mr. SPENCE: Before Mr. Bland goes on I would like to say this: I think we are just making difficulties for ourselves, and expending the time of this committee by asking that certain papers be prepared, such as the request just made to Mr. Bland that he prepare a paper on the number of people who were laid off from the Interior Department, the Natural Resources branch of that department, when the natural resources were turned over to the provinces. Of course, that was unfortunate, but it was something that could not have been avoided. It involves a good deal of work to go back over the files as far as 1930 and prepare a statement as to what happened between that time and 1935. I would suggest that Mr. Bland should be relieved of making any statement about that at all, because I think Mr. Tomlinson is satisfied that they could not have avoided the laying off of these people.

Mr. TOMLINSON: No, no, don't say what I might be satisfied with.

The CHAIRMAN: Speak only for yourself, Mr. Spence.

Mr. SPENCE: I am not in favour of asking for any such return. I agree with Mr. Fournier as to the importance of not allowing the heads of departments or branches to use their powers on the Civil Service Commission, but this is a special position which had to be filled by a man with very special qualifications; he had to have a certain knowledge of chemistry, he had to be a real detective, he had to have tact and everything else; and I cannot think of any man more capable than Colonel Sharman of recommending a man to fill a job like that. I think that when the commission are a little bit doubtful as to who should fill a position then they should ask the head of the department, but if they do that it is only natural that the head of the department will recommend some favourite, some friend of his or some friend of his friend's. I do not agree with Mr. Fournier, when he says that we should amend this to provide for the minister making the recommendation for the appointment to a temporary position. I do not agree with Mr. Fournier again when he says we should amend this to provide for the minister making recommendations for appointment to temporary positions. Now, it is a fact that ministers may come and ministers may go but deputy ministers stay on for ever.

Some Hon. MEMBERS: Oh, no they don't.

Mr. SPENCE: Well, a good many of them do. They are more permanent. Heads of branches are there all the time. I am in favour of the deputy head doing that rather than leaving it to the minister so that his particular friends or his friends' friends may get the jobs. I will stick to the point I made, that the commission should not shirk any responsibility it is possible to get away from. That is the point; but in this particular case I agree that it is a very difficult job to find a man with the qualifications to fill this particular job. It might have been all right in this case, but it should be used only when it is impossible for the commission to do it themselves.

The CHAIRMAN: Thank you, Mr. Spence.

Hon. Mr. STEWART: Will you let me complete my rather imperfect statement? What I should have said to complete it and to make myself clear was that any consultation that takes place between the deputy and the minister is only for the purpose of making a recommendation to the Civil Service Commission; not with the intention of making the appointment by the minister temporarily at all, but only making a report to the commission as to the suitability of a particular man to be appointed in a temporary capacity.

Mr. TOMLINSON: Are you sure of that, Mr. Stewart?

Hon. Mr. STEWART: Sure of what?

Mr. TOMLINSON: Are you sure it was with that intention?

Hon. Mr. STEWART: The only reason that it was done—the minister would be very unwise to interject himself into making temporary appointments and assuming responsibility for them. Why not put the responsibility where it falls, on the Civil Service Commission.

Mr. MULOCK: Did you find that the Civil Service Commission frequently followed your recommendations?

Hon. Mr. STEWART: I do not know that, that is a matter for the Civil Service Commission. I may say that all along I have been a strong supporter of the merit system and believe that it is working well, and within the departments, so far as I have anything to do with it, I was up-holding the merit system; but I would place the responsibility where it belongs, on the Civil Service Commission.

Mr. MULOCK: In regard to what Mr. Bland said in regard to Mr. Tomlinson's request that a statement about the people in the Department of the Interior who were laid off is concerned, this is not a question only of the number who

[Mr. C. H. Bland.]

were laid off; there is more to it than that, I would like to be satisfied that the people who were laid off have been given due consideration through the period of years since, and have been taken on when opportunity arose. I absolutely agree with Mr. Tomlinson on that point, and I cannot agree with Mr. Spence's statement.

Mr. McNIVEN: I wonder if Mr. Bland would be in a position to indicate those civil servants on that list who received superannuation?

The WITNESS: I can very easily give Mr. Tomlinson and the committee a list of those laid off, and the number re-established. I am afraid it would be a little difficult to get the names of those who received superannuation. I think that information would have to be secured from the department. That would be more difficult to get.

By Mr. McNiven:

Q. In a good many cases the employees laid off on that occasion would have received superannuation?—A. Oh yes.

Hon. Mr. STEWART: Not only did they receive superannuation, but as I recall it, they were allowed a certain gratuity for a certain number of years of service, were they not?

The WITNESS: That was also true, Mr. Stewart.

Hon. Mr. STEWART: According to the number of years of service—they got so many months gratuity on that basis.

By Mr. MacNeil:

Q. I note on the organization chart of the Civil Service Commission that in the examinations branch you have men of very high academic qualifications, some of them formerly connected with university staffs?—A. That is true, Mr. MacNeil.

Q. Are they not as competent as a departmental official to survey the qualifications even of a temporary special appointment?—A. I think they are yes.

Mr. SPENCE: I would suggest that when members ask questions they rise so that we may be able to hear what they are saying. I am not opposing Mr. MacNeil at all, but I would like to hear what he is saying.

The CHAIRMAN: You are very gracious, Mr. Spence. And, he rises to the occasion.

By Mr. MacNeil:

Q. These officials of the examination branch of the Civil Service Commission having high qualifications should be just as competent as any departmental official to pass on the qualifications of a candidate for temporary appointment, don't you think?—A. I think they would be, yes.

Q. Could they not be employed for special investigations as readily as a departmental official?—A. In this particular case, Mr. MacNeil. I think it would be difficult to utilize the services of an employee of the Civil Service Commission at Ottawa to investigate the qualifications of an employee at Vancouver as well as that could have been done by Colonel Sharman, the chief of the branch, who was on business in Vancouver at the time. In the majority of cases I quite agree with what you say.

Mr. HARTIGAN: It is now 20 minutes to 1, and I move that Mr. Bland be allowed to continue his statement for the next 20 minutes for the sole purpose that we may get it on the report of our committee meeting to-day and have it to look over before the next meeting.

The CHAIRMAN: And before that is done, gentlemen, I want to get in touch with you. It was impossible for a time, and I tried to give a chance to every member of the committee to freely ask questions, and I do not call you to order very often. There are two questions which arise here, one deals with eligibility, and the other with out-of-turn appointments. I am not going to read that to you this morning, I would prefer to comply with your wish and let Mr. Bland finish; but on the other hand before that is done I would ask you if it is the wish of the committee that these two summaries should be published as an appendix to this report?

Mr. HARTIGAN: Yes.

Mr. GLEN: Yes.

The CHAIRMAN: This statement on "out-of-turns" and "eligibility."

Mr. GLEN: Yes.

The CHAIRMAN: Then, I will initial each sheet, and I will hand it to the Clerk, and I will number them so that there will be no mistake.

It was moved by Mr. Mulock, seconded by Mr. Glen, that the excerpts of the civil service rulings regarding eligibility and out-of-turn appointments shall be published as an appendix to the report of this sitting of the committee.

Motion agreed to.

The CHAIRMAN: Thank you. This deals with the application of the Act.

Mr. HARTIGAN: That is the better way to do it.

Mr. MACNEIL: Mr. Chairman, are you willing to permit questions on the second point covered by Mr. Bland?

Mr. GLEN: I think we had better finish with Mr. Bland first.

The CHAIRMAN: All right, Mr. Bland.

The WITNESS: Mr. Chairman, I have two more points I would like to submit to the committee. The first one has to do with some difficulties that arise because of the fact that parts of the civil service are under the Civil Service Act and parts of the civil service are not under the Civil Service Act. Dr. Hartigan referred the other day to that situation as the "dual" system. I just wanted to make myself clear on this point, that when I referred to a dual system in my previous evidence I was referring to the fact that there are two principles in the Act—in fact, there are three principles; there is the merit principle, there is the principle governing preferences—the returned soldier preference, including disability cases—and there is the locality preference; and when I referred to a dual system I was referring to the two principles—merit and preference. I hope I did not give anyone the impression that I meant that the merit system was not working in most cases or that it was being undermined. What I meant was that there were the three principles in the Act; the general principle of the idea of competition as it relates to both appointments and promotions; the second principle, the returned soldier preference; and the third principle, the locality preference. All of which obviously must be considered.

Now, the dual system that I want to speak about this morning is the situation created by the fact that certain portions of the civil service are under the provisions of the Civil Service Act and certain other portions are not under the provisions of the Civil Service Act. And the point I want to make about that is that the division of the public service in that way makes for a great number of administrative difficulties. In the first place, salaries are regulated according to a general scale in that part of the service which is under the Act. Salaries are not so regulated in portions of the service outside of the Act. Obviously, that creates dissatisfaction and I think to some extent it creates extravagance; that is, it at least provides that there is not the same

[Mr. C. H. Bland.]

supervision over salaries in the service which is outside of the Act as there is in the service which is under the Act. Another situation that arises from this sub-division of the service into two parts is one that Mr. Fournier will recognize; namely, the difficulty of moving the staff from one section of the service to the other. In the Department of Agriculture, for example, for many years employees with the experimental farm have been regarded as labourers. That is a class of position that is outside the jurisdiction of the Civil Service Act. Many of these employees have been there year after year and have gained extremely valuable experience in agricultural work, and eventually are desired by the department to proceed with or continue certain research work along lines they have been following. Their previous service experience has been outside of the Act. They are now desired in positions inside of the Act; and again, by Justice Department ruling, there is no passage from one to the other. You can readily appreciate the administrative difficulty in a situation of that kind. A similar situation is created at the present time by the fact that during the last three years, I think beginning in the early part of 1935, or just a little earlier than that, and continuing for several years afterwards, employees have been recruited for several departments, particularly the Department of Mines and Resources, under the provisions of the unemployment relief measure and the special supplementary estimates. I am in no way criticizing any legislation that has been passed. I am simply pointing out that under that legislation employees in the service at Ottawa largely have been recruited inside the Act. Now, these measures are ceasing and it is desired by the department that the appointees should be carried on. It is desired in certain cases that the employees taken on outside the Act should now be brought inside the Act. You can see again the difficulty that causes in administration. And the only suggestion I make is that you should consider the inadvisability of having a service divided into two parts separated by a wall. In the second place, if you cannot do any more, there should at least be some regularization and some standardization of salaries for the service as a whole. X

The second and, I know you will be glad to hear me say, the last point on which I wish to speak is in connection with what I referred to once before as the question of supervision, training and welfare of the public service. The public service of Canada, gentlemen, as I have said before, is a large institution. It costs the country a lot of money but is doing a lot of work for you. It is in your interests and the country's interests that that service should be as efficient as possible. But it can only be as efficient as possible if you will give consideration to its problems and to their treatment. I think it is very important that this committee should consider the defects that may exist in the present system. I think it is just as important that this committee should consider and study the problems that exist in the public service, and should commend the public service—for it deserves it—for the good work it is doing.

Mr. MACNEIL: Hear, hear.

The WITNESS: Men and women come into the service, and at the present time there is a certain amount of care in their selection. I think on the whole the examination system works pretty well. I am grateful to Mr. Fournier for what he has said. But, after that, there is no organized attempt to improve the training, the efficiency and the welfare of the employees. I want to give credit now to the organizations that are doing this kind of work. There are several employees' organizations, notably The Civil Service Association of Ottawa, which has initiated measures along this line. I think the Department of Health is to be commended for the work they have started along this line. But I do suggest that it is in the interest of the country that your interest in civil servants should not cease once an employee has entered the service.

I would therefore suggest the desirability of establishing what might be called a training, supervision and welfare procedure. X It may cost a little money to do it; it will not cost a great deal; but even if it does I think the return to the country in the form of increased efficiency, increased satisfaction, increased morale, will be well worth while. I am only suggesting that we should do in our public service, which surely is as important as private service, what many private corporations are doing for their employees. I think at the present time, gentlemen, you have a civil service of which you should be proud. On the whole, it is doing excellent work; it is loyal, it is industrious and it is efficient; and I think you will be conducing to the further efficiency of the service if you will give sympathetic consideration to the problems and needs of the service and the best means to safeguard its welfare.

That, gentlemen, concludes my recommendations, and I would like at this moment before questions begin to thank you for the very patient hearing you have given me.

The CHAIRMAN: We thank you too, Mr. Bland, because you have been most obliging, and you are a good witness.

By Mr. Green:

Q. What schemes do you suggest, Mr. Bland?—A. I would like to make representations on that too, Mr. Green. I would like to suggest at the beginning only a small scheme of doing something to look after the welfare, the efficiency and the training of persons who enter the service.

Q. How could that be done?—A. I think it could be done by a central agency, possibly having one man in charge of the idea, with officers working in the different departments. I think the aid of employees' organizations should be enlisted and I am sure could be obtained.

By Mr. Spence:

Q. It would not cost much money?—A. No, I do not think it would cost much money and what little it does cost I think would be a good investment.

By Mr. Green:

Q. Actually what type of thing do you suggest?—A. I suggest that employees should be trained so as to become more efficient after they have entered the service; that some care should be given to their health and their hospitalization.

By Mr. Fournier:

Q. Do you know of any system in any other country where employees are trained?—A. It is done to a large extent in the United States federal service, and to some extent in the public service of Great Britain.

By Mr. Hartigan:

Q. Have you any idea of the incidence of tuberculosis among civil servants of Ottawa?—A. The figures are available in the health branch of the Department of Pensions and National Health.

Q. Are they high?—A. That is one of the things I think should be considered.

Mr. HARTIGAN: Just from circulating among the different departments it struck me that the incidence of tuberculosis might be rather high among the civil servants. I am not referring to anyone in particular. I can see how the incidence of tuberculosis could hardly be other than high in Ottawa, because I have gone into offices where I am almost sure that one or two of the persons to whom I was talking were definitely tubercular. I would not say that for scare

[Mr. C. H. Bland.]

headlines. But I think one of the first things that should be done among the employees is to check up on their condition, because you can readily understand the danger of working in an office if you have an open case of tuberculosis in that office.

The WITNESS: Dr. Hartigan and Mr. Chairman, may I express the hope at this time that there will be no scare headlines in the press about this matter.

Mr. HARTIGAN: Oh, no.

The CHAIRMAN: I trust the press will make no mention of this matter.

The WITNESS: I appreciate what you say, and that was one of the reasons I brought this suggestion up. Two years ago I co-operated with the Department of National Health and we inaugurated a very small section consisting at the time of only one medical man whose special job would be to look after conditions in the public service. Good work was done, and it has been extended to a small extent. But they are beginning a scheme along the lines of what you have in mind and what I am sure will be of decided benefit to the health and efficiency of the public service.

The CHAIRMAN: Gentlemen, I hope you will have no objection to my saying that this committee is anxious to show its interest in the welfare of the civil servants who live in unsanitary buildings and work in offices which are not in keeping with the best traditions of hygiene; also that we are looking after the welfare of those people. It would hurt no one and it would show our feelings toward the public servants of the Dominion of Canada. Do you not think so?

Some Hon. MEMBERS: Yes.

By Mr. Fournier:

Q. Would Mr. Bland outline this scheme or system of training? If that system is in vogue in other countries, they must have some statutes or regulations of some kind.—A. In the United States, Mr. Fournier, they have a council of departmental officials in Washington, one of whose duties is to promote the efficiency and welfare, both physical and mental, of the federal public service. My suggestion would be that a somewhat similar council should be started here. I think it would require the full-time services of some officer who might be called a welfare supervisor or personnel supervisor, whatever you like, but he would be the executive officer of that council. The council should be assisted by the personnel officers of the various departments, particularly the larger departments, and a scheme worked out whereby training, inspection, supervision, hospitalization and health might be generally supervised and improvements made; and I think the improvements will be readily accepted by the departments when they are pointed out. The difficulty at present is that no one is doing it to any extent. All I am suggesting is that this committee might very profitably give a push to the movement, if it thinks it is a good one, so that we can get it inaugurated.

By Mr. Green:

Q. Could you tell us any more about the American and British system?—A. I could easily prepare a statement on it, Mr. Green.

Mr. GREEN: I think it would be worth while, Mr. Chairman.

The CHAIRMAN: It should come after we have finished with the operation of the Act. I think we should first deal with the operation of the Act, and after we are through with that I think it would be all right to take up another matter, but to go off on the side now will take us a long time to reach the point.

Mr. FOURNIER: Yes, but I think now that we have an expert on civil service matters with us, we should learn something about this.

The WITNESS: I will be with you pretty steadily, I think, Mr. Fournier.

✓ *By Mr. Fournier:*

Q. Did it ever strike you, Mr. Bland, that parliament has standing committees on railway questions, agricultural problems, banking and commerce—standing committees sitting every session, but the civil service, comprising sixty thousand persons, has no standing committee?—A. I should be very happy if there were a standing committee on the civil service. I think it would be a splendid thing.

By Mr. Tomlinson:

Q. Did you ever think about the poor members here in the house? We have no special health accommodations.

The CHAIRMAN: Except by opening the windows.

The WITNESS: You seem to be doing pretty well, Mr. Tomlinson.

The CHAIRMAN: Gentlemen, shall we sit this afternoon or Tuesday morning?

Mr. MACNEIL: Tuesday morning.

The CHAIRMAN: Very well, we shall meet Tuesday morning at 11 o'clock.

(At 1 p.m. the committee adjourned until 11 a.m., Tuesday, April 5, 1938.)

APPENDIX I

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—OUT OF TURN

Extracts from Minutes	Detail	Date of minute
Appointment of Prison Guards in the Penitentiary Service out of their turn on eligible list approved, etc. (5-J-P).....		24- 4-24
Appointment of W. J. Pollock approved as Clerk, Grade 3 (Grain Clerk), on account of Mr. Pollock's ability to operate a Comptometer. (T & C-GC1-120)		22- 7-30
Permanent appointment of Mr. F. A. Bradley, O.A.S., approved under Section 33 of the Regulations as Watchman at Toronto, Mr. Bradley having been assigned before it was known that there were three civilian eligibles who had retained their eligibility on account of temporary employment in season positions. (C-50E-231)		4- 4-31
Re-assignment of Charles Edgar Cheney, a lay-off from the Interior, as a Clerk, Grade 2, in position of Clerk, Grade 3, Auditor General's Office. (AUD-A-3120)		27- 5-32
Temporary employment of William G. Connor, the second man on the eligible list for six months as Caretaker, Grade 2, Montreal, the first man, George Hodgson, being considered by the Department as unsatisfactory and also undergoing treatment at Ste. Anne de Bellevue Hospital. (ND-CE-152)		8- 6-32
Temporary employment of T. W. McIntosh as Clerk, Grade 1, being the first one on the eligible list with a knowledge of typing and filing, one of the requirements for the position. (EXT-PM-3011).....		10- 6-32
J. Charles Rivard appointed as Plant Disease Investigator owing to the fact that Mr. G. Lemire, whose name appears ahead of Mr. Rivard's on the eligible list, was not available last year and Mr. Rivard had acquired experience in the work. (AGR-EF-3108)		6- 8-32
Appointment of Adrien Lecompte as Postal Helper temporarily, approved on account of his special knowledge of the district. (OS-31240).....		11- 8-32
Appointments to positions of Junior Fruit and Vegetable Inspector, Province of P.E.I., the order of merit on the eligible list being disregarded in certain cases owing to residential qualifications. (36851-32-PEI).....		28- 9-32
The temporary employment of Miss H. E. Farrell and Miss M. A. Biage approved and the name of Mr. A. Pelletier to be passed over on the eligible list for Laboratory Assistant, Montreal, in view of the fact that their employment had already expired before authority to fill the position was received. (AGR-D-3025 and 3001)		19-10-32
Name of Miss M. P. Lemelin to be passed over on the eligible list and the temporary employment of Miss A. Laliberte approved as Stenographer, Grade 2, Quebec. (PO-C36-3009)		19-10-32
Messrs. C. E. Carrier and L. M. Rioux as Letter Carrier. (5-PO-70).....		4-11-32
Miss L. A. Miller, fourth on the eligible list for Clerk, Grade 1, in view of previous experience. (PO-F-2255)		16-11-32
William H. Watters as Poultry Inspector, Maritime Provinces, whose name is tenth on the eligible list, because he is the only eligible from the Maritime Provinces. (AGR-LS-3248)		19-11-32
David Kemp, temporary employment as Prison Guard at Kingston Penitentiary approved as it was impossible to locate those ahead of him and an immediate appointment was required. (J-P-3226).....		17- 1-33
J. A. Garceau as Excise Tax Auditor, Montreal. Mr. Garceau is the first available bilingual candidate whose appointment is acceptable to the Department. (C-ET-3069)		23- 1-33
Lillian May Parsons as Laboratory Helper, etc. (39826G).....		25- 1-33
W. H. Coffin's appointment as Junior Fruit and Vegetable Inspector approved on the ground of residence. (AGR-F-3372).....		6- 2-33
J. H. Harris as Cleaner and Helper, PW-CA3-3040. Mr. W. A. Lea, the first on the list, to be passed over owing to his physical unsuitability.....		14- 2-33
Lower grade list established in July, 1930, to be used to fill vacancies of Elevator Operator, Ottawa, in the absence of eligibles. (PW-CA2-3131).....		4- 3-33
T. Emery's temporary employment as Junior Fruit and Vegetable Inspector at Centreville, N.B., approved, the names of the first seven being passed over on account of residence and being at present employed. (AGR-F-3061)		8- 3-33

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—OUT OF TURN—*Continued*

Extracts from Minutes	Detail	Date of minute
P. Hammell appointed as Junior Fruit and Vegetable Inspector, Freetown, P.E.I., on the ground of residence and the fact that the work is being done on a per diem basis, etc. (AGR-F-3374).....		16- 3-33
A. Tremblay, entitled to full time employment, to be employed as Postal Helper (Part Time). Case to be adjusted as soon as possible. (PO-C24-3354)....		3- 4-33
G. S. Merlin appointed as Junior Radiotelegraph Operator on account of his experience. (MA-R-365)		10- 4-33
The names of six temporary Prison Guards passed over for permanent appointment, etc. (24-J)		2- 5-33
Permanent position of Stenographer, Grade 2, Charlottetown, not to be offered to third candidate on list until nature of positions now occupied temporarily by those above her on list has been ascertained. (PW-DCE-34).....		17- 5-33
T. H. Lane, Halifax, temporarily employed as Junior Radiotelegraph Operator, the two ahead of him on list not being available at the present time. (MA-R-1662)		23- 5-33
Department of Public Works asked to rectify error made in assigning W. A. Johnston to position which rightfully belongs to G. D. Fluker. (PW-CA2-126)		7- 6-33
An employee whose name is not on the eligible list should not be retained while employees whose names are on the eligible list are laid off. (AGR-S-3128)		10- 6-33
Name of J. McB. Cameron to be passed over on E. L. for Junior Entomologist, and Mr. C. E. Atwood reassigned, etc. (AGR-E-3342).....		22- 7-33
Messrs. L. J. Milne, V. V. Franks and G. A. Scott to be passed over for Insect Pest Investigator on the ground that they are, respectively, unsuited to the work available for only a short time, and already employed. (AGR-E-3271 and 3091)		18- 7-33
Messrs. C. L. B. Brown, A. N. Gartrell and J. D. Gregson appointed as Insect Pest Investigators, British Columbia. (AGR-E-3199, 3316 and 3061).....		20- 7-33
J. McB. Cameron to be passed over on E.L. for Junior Entomologist and Mr. C. E. Atwood reassigned, etc. (AGR-E-3342).....		22- 7-33
Messrs. L. J. Milne and V. V. Franks passed over on E.L. for Investigator of Insect Pests owing to inexperience and not being available. An assignment to be made from the eligible list. (AGR-E-3123).....		24- 7-33
Miss Rita Laframboise, a temporary stenographer on loan from the Post Office Department to the Board of Pension Commissioners, reassigned to latter Department. (BPC-A-3035)		28- 7-33
Names of those who were not available last year but are available this year to be passed over on E.L. for Junior Fruit and Vegetable Inspector, Vernon, B.C., and those who were employed last year and whose re-employment is recommended this year to be proceeded with. (AGR-F-3162).....		10- 8-33
Names of H. Miller and T. F. Craft to be passed over on E.L. for Junior Fruit and Vegetable Inspector and those who were employed last year and recommended for re-employment this year to be assigned. (AGR-F-3268).....		10- 8-33
Names of T. Underwood and Frank Violette to be passed over on E.L. for Junior Fruit and Vegetable Inspector, N.B., on the ground of residence. (AGR-F-3057)		10- 8-33
Miss Irene M. Arsenaault, Stenographer, Grade 2, Charlottetown, on account of bilingual qualifications. (MA-AG-211).....		17- 8-33
Employment of P. A. Hammell approved as Junior Fruit and Vegetable Inspector, Freetown, P.E.I., on account of the locality preference. (AGR-F-3374)		26- 8-33
Plant Disease investigators engaged on field inspection work re-employed in similar positions in preference to eligibles higher on list who had hitherto been employed in laboratory. (See case E. R. Bewell, E. C. Reid and E. T. Howe). (AGR-EF-3100, 3147 and 3165).....		14- 9-33
Four positions of Insect Pest Investigator, Province of Saskatchewan, the first five eligibles on the list not being available at the present time. (AGR-E-3330, 3147, 3148 and 3149).....		6-10-33
Seasonal officers who have given continuous service to be retained in preference to those who have not been available, if required during winter months, even though the latter may stand higher on the eligible list. (See W. H. Bogardis, C-5E-72)		23-10-33
Miss G. M. Old, selected by Department from list of four, not knowing that they should be taken in order of merit. (RCMP-A-3083).....		17-11-33

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—OUT OF TURN—*Continued*

Extracts from Minutes	Detail	Date of minute
Name of William Hill, who is at present employed in the Auditor General's Department, to be passed over for assignment at Toronto and the next eligible on list to be assigned. (C-ET-3073).....		20-11-33
Names on eligible list for Junior Fruit and Vegetable Inspector, King's County, to be passed over on the ground of residence and Mr. Daniel McLean temporarily employed. (AGR-F-3237)		18-12-33
A. A. Conlin appointed to position of Clerk, Grade 1, PO-F-3036, even though his name has not yet been reached on the eligible list, owing to his suitability for this particular position.....		26-12-33
R. T. Flint assigned to position ND-MD3-2, Clerk, Grade 2, Kingston, on account of his suitability for the position and the fact that Mr. T. B. McDonnell, who stands ahead of him, resigned from the position formerly occupied by Mr. Flint. (F-T-3036)		30-12-33
G. Sherston appointed to position PO-F-3035, Clerk, Grade 1, Ottawa, the two ahead of him having been interviewed and reported as unsuitable by the department. (PO-C-3035)		11- 1-34
F. D. Dingwell, temporarily employed as Postal Helper, Mr. S. A. Keilback, O.A.S., not being satisfactory when previously employed. (PO-C66-3000) ..		11- 1-34
Employment of C. L. Quinn approved as Clerk, Grade 1, Vancouver, B.C., owing to the unsuitability of those whose names were submitted for the position, to March 31st, 1934. (F-M-3002).....		22- 1-34
J. J. Connors, the fourth on the list for Caretaker, Halifax, N.S., temporarily employed because he is the only suitable person. (PW-CA3-3051).....		30- 1-34
Mr. Paul St. Pere, Clerk, Grade 2, Montreal, given precedence over lay-offs on account of previous experience. (AGR-LS-3071).....		14- 2-34
In assigning Excise Tax Auditors from Provincial list consideration to be given to appointment of highest eligible within the district to be served. (C-ET-106).....		21- 2-34
Miss Marjory Fisher's temporary employment as Stenographer, Grade 1, Regina, Sask., approved, the first three having been reported as unsatisfactory in the position. (RCMP-A-3064).....		26- 2-34
J. G. Ashfield, Census Clerk, Grade 1, whose name is not reached for Clerk, Grade 2, to be loaned in this capacity to P.O. Dept. for as long as he would ordinarily be retained in Bureau of Statistics. (PO-F-3055).....		3- 3-34
G. B. Gilmore temporarily employed as Seed and Feed Inspector, Moose Jaw, Sask., the first two eligibles not being immediately available. (AGR-S-3122).....		21- 3-34
G. O. Madden, Plant Disease Investigator, on ground of residence. (AGR-EF-415).....		19- 4- 3
Mr. E. L. Gosling's temporary employment as Jr. Radiotelegraph Operator, Tobermory, Ont., because of his special qualifications on engines. (MA-R-3010).....		24- 4-34
E. G. Hellard's temporary appointment as Office Boy approved, the first boy having failed to report for interview and the second having failed to possess the necessary qualifications. (IA-A-3005).		12 -5-34
W. J. Schneller appointed as Jr. Fruit & Vegetable Inspector, Petersburg, Ont., ahead of G. B. Muma, on the ground of residence. (AGR-F-3248).....		25- 7-34
J. R. Mantha's temporary appointment as Office Boy ahead of two bilingual eligibles who were reported as not suitable. (F-SB-3009).....		3- 8-34
Names of R. E. Libert, H. Suffrin and J. A. L. Lacasse passed over for Clerk, Gr. 1, on account of lack of evidence and urgency of appt. (C10D-3085)....		11- 8-34
E. F. Street temporarily employed as Clerk, Gr. 1, Halifax, although second on list, owing to the fact that he is younger than the first man on list and can be trained. (MA-AG-3002).....		14- 9-34
Names of J. E. L'Heureux and T. St. Claire Lowe passed over on E. L. for Clerk, Gr. 4, and J. McKenzie Rowat appointed, owing to his having university graduation in mathematics, etc. (F-A-15T).....		10-10-34
Mr. U. Gauthier, fourth man on lay-off list for Poultry Promoter, appointed, Messrs. Gervais and Filiatreault failing to reply to our enquiry and Mr. Roy having replied that he was not interested. (OS-30568).....		17-10-34
Misses M. E. Paquin, R. E. Christie and M. F. O'Brien, Clerks, Gr. 1, on ground of previous experience. (AUD-A-4055).....		25-10-34
K. M. Hackett, Clerk, Gr. 2, on ground of previous experience. (P&S-P-3021)..		31-10-34
Misses A. Stanton and R. C. Minard, Clerks, Gr. 1, on ground of previous experience and short term employment. (AUD-A-4065).....		3-11-34

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—OUT OF TURN—*Continued*

Extracts from Minutes	Detail	Date of minute
Appt. of B. A. Conley, the second man on E.L. to position of Stationary Engineer, Heating, Grade 1, Ottawa, approved, in a temporary capacity in view of urgency of appt. and that he was the first man available immediately. (PW-CA2-426T).....		11-12-34
Appt. of G. F. Burton as Hospital Orderly, Gr. 1, temporarily approved the two ahead of him on list not being available. (PH-PWi-3032).....		12-12-34
Miss R. C. Minard temporarily employed as Clerk, Gr. 1, ahead of Miss B. Meehan, owing to her experience and direct training on the work. (AUD-A-4064).....		17-12-34
Stenographer for temporary rush work required to have satisfactory experience and competence. (CS-A-3022).....		7- 2-35
Linotype Operators resident in Ottawa in view of need for immediate appointments. (5-P&S-(DUP. 3)).....		7-2-35
Name of J. E. Belanger passed over for appt. of an Office Appliance Operator, Gr. 2, Ottawa. (PO-F-2199). Mr. Belanger is to be blacklisted.....		4- 2-35
Eligibles from Hospital Orderly list appointed as Cleaners and Helpers at London, Ont., to be considered for Hospital Orderly when names are reached. (PH-PLo-271T).....		11 -3-35
Four appointments to positions of Jr. Radiotelegraph Operator, Eastern Division, MA-3020, 3067, 3068 and 3069, owing to the fact that one on list does not desire employment at present, one has had no experience and three others are not available.....		5- 4-35
Temp. employment of Wm. Zanatta approved as Postal Helper, Vancouver, the first person on list being passed over on account of physical unfitness. (PO-C51-3075).....		5 -4-35
Temp. employment of Messrs. W. R. Young and A. H. Minher as Court Reporters approved, the persons ahead of them not having given satisfaction to Dept. when previously employed. (5-CPC).....		8- 4-35
Grade 1 Stenographers without experience to be passed over in favour of temporary Grade 2 willing to accept Grade 1 positions, in cases where experience is called for. (SUB. 24-(DUP. 2)).....		4- 5-35
First eight names on E.L. for Plant Disease Investigator to be passed over should requisitions be received, the first four not being interested for current season and the last four not being available. (M-32623).....		1- 5-35
Temporary employment of F. G. Smith for one month, the first person being at present employed as Cleaner & Helper and the next two pending reports to be received, approved as Hosp. Ord. Gr. 1 (PH-PLo-274).....		3- 5-35
Temporary employment of J. D. Gregson on account of special qualifications approved as Insect Pest Investigator, Kamloops, B.C. (AGR-E-3061)..		4- 5-35
Appt. of C. C. Wheeler as Audit Acct. Gr. 2, Ottawa, the first three having refused the appt. and the fourth, who was rated the same as Mr. Wheeler, having been passed over on account of residence. (AUD-A-3009).....		17- 6-35
Name of Mrs. M. K. Francklyn passed over on E.L. for Census Clerks and Clerks, Gr. 2, due to her mental condition. (OS-41913).....		9 -7-35
F. W. Chitty apptd. as Clerk, Gr. 2, Ottawa, the first man on list not being available and the 2nd and 3rd being older than the Dept. desires. (NR-H-3129).....		22- 7-35
C. A. Rigby apptd. as Jr. Radio Operator, the first on list being already employed and the next six are not available. (MA-R-3072).....		24- 7-35
Sixteen names passed over and the appt. of Miss J. C. Bailey approved for six months on the ground that she is the first eligible with the necessary academic qualifications. (EXT-A-3032).....		31- 8-35
D. J. Moxley apptd. as Clerk, Grade 4, ahead of Mr. C. E. Sheppard, Mr. Moxley having had experience on the work. (AUD-A-3059).....		9- 9-35
Name of P. M. Cunningham, O.A.S., passed over on Postal Helper list pending an investigation into his character. (PO-C58-7).....		25- 9-35
Messrs. H. Pital and A. Desrosiers apptd. as Live Stock Fieldmen, Prov. of Quebec, ahead of J. R. Latulippe, a perm. lay-off, who qualified at a later date and received a lower efficiency rating. (AGR-LS-381 and 380).....		18-10-35
Miss M. A. Dumont, Office Appliance Operator, Gr. 2, Ottawa, on account of special qualifications. (PH-PA-55).....		30-10-35
A. W. Phinney, Fruit and Vegetable Insp. Gr. 1, Upper Granville, N.S., on account of age and ranking eligible. (AGR-F-117).....		12-11-35
Name of J. S. Simpkin passed over on account of age should a perm. appt. be required as Caretaker at Merritt, B.C. (ND-CE-3197).....		13-12-35

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—OUT OF TURN—*Concluded*

Extracts from Minutes	Detail	Date of minute
Name of John Smith passed over on account of age should a perm. appointment of Caretaker, Gr. 1, be required at Guelph, Ont. (ND-CE-3098)....		13-12-35
Name of D. G. Moore to be passed over on eligible list for investigator of Drawback Claims, Hamilton, and the appt. of the next five eligibles to be proceeded with. (NR-DB-3013).....		2- 1-36
William C. Dickson passed over on eligible list for Typist, Gr. 1, on account of physical disability. (PO-F-3008).....		4- 1-36
Name of J. A. D. H. Larivee passed over for perm. appt. as Customs Truckman on account of unsatisfactory attendance record. (C-10D-492T).....		10- 1-36
Name of J. E. Harvey passed over for Fruit and Veg. Insp. Seas. on account of unsatisfactory services. (AGR-F-139), 135, 140 and 138).....		20- 1-36
Louis Richard, Ottawa, as Audit Acct. Gr. 2, those ahead of him on the eligible list not being bilingual. (AUD-A-58).....		11- 3-36
Name of A. E. Meister, Interior lay-off, passed over for appt. as Clerk, Gr. 2, the Dept. of N.R. not being prepared to recommend his permanency at the present time. (NR-H-343).....		7- 4-36
J. E. C. Reynolds passed over for Fruit and Veg. Insp. Gr. 1, as he is now a resident of Leamington and not entitled to appt. in Wellington County. (OS-46169).....		25-11-36
L. Laronde, Crescent Beach, B.C., passed over on E.L. for Customs excise Examiner, New Westminster, but his name to be retained on list for further trial in seasonal position in spring. (OS-27040).....		15 -1-37
Permanent appt. of temporary employees out of order established by eligible list may be allowed if departmental reasons justify such action. (See case of M. I. Stevenson.) (AUD-A-64).....		22- 2-37
M. I. Stevenson, Audit Acct. Gr. 2, Perm. appt. under Section 35 based on efficiency since assignment. (AUD-A-64).....		9- 3-37
Miss A. M. Stanton, Clerk, Gr. 1, Auditor General's Office. (AUD-A-122)..		15- 3-37
Post Office Dept. informed that Commission cannot be held responsible for delay in issuing certificates for eligibles whose names have not been reached when delay is due to lack of information from Dept. (PO-C24-2864T and 231T).....		27- 3-37
Temp. employment of W. R. Catto as Clerk, Grade 4, on ground of previous experience, approved from Audit Acct. Gr. 2 list although there were other eligibles ahead of him on the list. (AUD-A-3064).....		2- 4-37
Jr. Radiotelegraph Operators who refuse temporary employment to be passed over when perm. appts. are being made in favour of operators who have accepted, etc. (5-T-AR).		4 -5-37
Miss J. L. Montgomery passed over on E.L. for Graduate Nurse owing to her lack of experience in operating room work. (PH-PTO-423).....		16- 7-37
Third and fourth eligibles for Jr. Seed Analyst assigned first for training, as first two are already experienced. (AGR-S-559 and 3192).....		16- 8-37

APPENDIX 2

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY

Extracts from Minutes	Detail	Date of minute
Persons who passed Sr. Clerk-Bookkeepers' Exam. not eligible for Sr. Clerkship.		10-11-20
When telegraphing offering permanent position, statement to be included that "refusal to accept will cancel eligibility." (Sub. 6).....		19- 9-25
Persons declared ineligible for appointment in any Department not considered eligible for appointment elsewhere in the Service, unless Commission specifically authorizes it. (OS-4242).....		7-10-25
Miss G. L. Burns considered eligible for permanent appointment as Conductress, should a position become vacant, notwithstanding the fact that the eligible list has lapsed. (I&C-11-478).....		22 -3-27
Mr. Leopold Lavoie, who passed Postal Clerk's Examination in January, 1923, not to be appointed as Clerk, Grade 2. (PO-ES-86).....		4-10-28
Joseph H. Leduc, who was assigned from the Grade 2 list as Clerk, Gr. 1, in the absence of eligibles, eligible for permanent appointment in present position in N.R., provided he waives his claim to Gr. 2 (C-10D-3049).....		1-12-28
Where a candidate resigns his permanent appointment before the completion of evidence and a temporary certificate is issued, the eligible in question to be considered as having exhausted his rights to appointment as a result of the examination from which he was so appointed. (Sub. 10).....		3 -4-29
Effective date of permanent appointments to be from the date the eligible list is entered in the Minutes. (5-1).....		12 -3-29
Mrs. U. H. Scott, considered eligible for permanent appointment as Graduate Nurse, Winnipeg, Man., from the date of establishment of the eligible list for the above class. (PH-Pwi-114).....		6 -2-30
Mrs. Antonio Dumas eligible for appointment as Stenographer, Grade 2, (39205G-(Vol. 2)).		22 -5-30
Colin M. McLean not considered eligible for appointment as Postal Helper. (M-14322).		4 -7-30
Miss Charland eligible for appt. as Steno. Gr. 2. (39205G-(Vol. 2).....		22 -5-31
Mrs. Hazel Maud Wicke not eligible for appointment as Junior Seed Analyst..		29 -7-30
Re: Eligibility of Mr. H. W. Alexander for employment as Hospital Orderly. (M-20566).		24 -9-30
Mr. Frederick William Stratton not eligible for employment as Cleaner and Helper. (M-1303).		24 -9-30
Messrs. Aaron Sobel and William Ellwood Foster, ex-Postal Helpers (Part-Time), eligible for re-appointment, but services of unqualified employees taking the pending exams. not to be dispensed with. (24-PO).....		30 -9-30
Miss Mary C. McCarthy for perm. appt. as Steno. Gr. 2. (OS-21160).....		12-11-30
Re: Eligibility of Miss W. M. P. Raye for appt. as Stenographer Grade 2. (OS-25644).		30-12-30
Edward Joseph Spartling eligible for appt. as Caretaker, Niagara Falls.....		12 -1-31
Miss Winifrede M. P. Raye eligible for perm. appt. as Steno. Gr. 2 (OS-25644).		5 -2-31
Miss Margaret Delphine Bateman not eligible for appointment as Steno. Grade 2, at London, Ontario. (PW-A-195).....		5 -2-31
Mr. J. W. Benoit, former Letter Carrier, Three Rivers, to be assigned in order on the eligible list. Mr. Benoit was dismissed by Order in Council which was later cancelled. (OS-11730).....		7 -2-31
Miss M. M. Young, Toronto, and Miss M. K. Patrick, Calgary, who misrepresented their age at the competition for Graduate Nurse, to be permanently appointed in view of the increased age limit for this competition. (PH-PTO-418 and Ph-PCa-130).....		17 -2-31
Messrs. S. C. Parnell and T. L. Gilbert eligible for employment as Letter Carriers at Yorkton, Sask. (PO-C62-21 and 22).....		1 -4-31
Miss Edith M. MacLaren, Perth, Ont., not eligible for appointment as Steno-grapher, Grade 2, at Toronto. (M-9102).....		22 -4-31
Mr. William Malcolm Macdonald eligible for employment as Letter Carrier or Mail Porter. (OS-22343).		28 -4-31
Re: Eligibility of Frederick G. Shepheard for permanent appointment as Stationary Engineer (Heating), grade 1, etc. (PW-CA2-448).....		29 -5-31

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Continued*

Extracts from Minutes	Detail	Date of minute
Ralph C. Field, Ex-Articled Pupil, Department of the Interior, eligible for employment in clerical positions. (OS-10717).....		29 -5-31
Miss Grace Kathleen Bourne eligible for temporary employment as Census Clerk.		29 -5-31
Mr. Antoine Dionne, Montreal, not eligible for appointment as Mail Porter. (PO-C24-3388).		30 -7-31
Persons employed temporarily each season to retain their eligibility notwithstanding the lapse of eligible list.....		16 -3-28
Harry Douglas Dunnett to retain eligibility as Hospital Orderly. (39453G).		30 -7-31
Michael Donovan, OAS, eligible for employment on Census Staff. (M-13011)..		31 -7-31
H. A. Pearce, OAS, Calgary, not eligible. (M-25286).....		31 -7-31
Edward H. Dodd eligible for position of Postal Helper. (PO-C24-3384).....		9 -9-31
An employee who retains his eligibility for employment in any class by reason of employment each season, notwithstanding the lapse of the eligible list on which his name appears, to retain his eligibility for appointment to a lower class also, under Section 33 of the Civil Service Regulations. (C-14K-49)..		16 -9-31
Albert Edward Miller eligible for employment in any class for which he may qualify. (OS-29820).		16 -9-31
Miss M. H. Lothian, eligible for assignment as Junior Seed Analyst as the Department's requisition for assignment was received in this office prior to the date on which the list containing her name lapsed. (AGR-S-3062)..		26- 9-31
Joseph Alphonse Dubois, O.A.S., not eligible for appointment as Lightkeeper. (MA-CL-724)		30-10-31
Miss S. A. Maillet, eligible for permanent appointment as Stenographer (French) if the Department of National Revenue changes its requisition to ask for a French Stenographer instead of a Stenographer, Grade 2 (Bilingual). (C-10D-228)		2-11-31
J. A. Descoteaux, eligible for part time employment as Postal Helper, but in future eligibles who resign from part time positions will be considered as having forfeited their eligibility for further employment in that capacity. (PO-C24-3192)		6-11-31
P. W. Caldwell not eligible for re-appointment as Junior Fruit and Vegetable Inspector. (OS-7480)		6-11-31
Mr. Pius McDonald not eligible for appointment as Customs Truckman. (C-10D-367)		10-11-31
D. C. Estabrooks not eligible for employment as Junior Fruit and Vegetable Inspector. (38851-31-NB)		12- 1-32
Department of Justice to be asked for an opinion as to the eligibility of C. Drew under Section 23 of the Act for appointment in Sudbury P.O.....		1- 3-32
Re: W. H. Johnston's appointment as Cleaner and Helper, Mr. Johnston having passed second on the list. (PW-CA3-3028).....		4- 4-32
R. H. Wilson, O.A.S., to be appointed to the position occupied by Mr. William Woollard, O.A.S., owing to the fact that his name appears above that of Mr. Woollard, etc. (PW-CA3-514)		18- 4-32
Miss Margaret H. Lothian, eligible for employment as Junior Seed Analyst, Toronto, from season to season, as long as she is employed each season. (OS-32656)		2- 5-32
Temporary employees, who are being released from departments and whose names appear on the eligible lists which have now lapsed, will retain their eligibility for permanent appointment. (Sub. 24).....		3- 5-32
A. J. Wilcox, eligible for either temporary or permanent appointment as Watchman. (ND-CE-3011)		9- 5-32
J. C. Lavoie, laid off Sr. Messenger, eligible for positions of Watchman, Elevator Operator or Cleaner and Helper. (OS-32593).....		10- 5-32
Departments to be asked for a list of temporary employees who have been released since 1-1-32, etc. (Sub. 24).....		21- 5-32
George Edward Jones, eligible for appointment as Sub-Collector of Customs and Excise, Golden, B.C.		21- 5-32
Andrew Millward, O.A.S., to retain his eligibility as Customs Excise Enforcement Officer, Walpole Island, Ont., next summer and the Department granted local selection. (C-52E-3003).....		27- 5-32
Harold Moore appointed as Clerk, Grade 2, in a position advertised as Grade 3, and if the Treasury Board approved of the higher grade, the benefits to go to Mr. Moore. (IA-IA8-53).....		9- 7-32

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Continued*

Extracts from Minutes	Detail	Date of minute
William P. B. Pugh, O.A.S., permanently appointed as Clerk, Grade 2, in a position advertised as Clerk, Grade 3, and if the Treasury Board approves of the higher class, the benefits to go to Mr. Pugh. (IA-IA8-27).....		9- 7-32
David McCulloch not eligible for employment as Prison Guard. (J-P-3584).....		25- 7-32
Peter A. Couturier eligible for employment as Clerk, Grade 1, Messenger or Cleaner and Helper (Part Time). (OS-32192).....		26- 7-32
Miss Annette Germaine Fortin eligible for appointment as Stenographer, Grade 2, Bilingual, Kapuskasing, Ont., etc. (AGR-12EF-3001).....		26- 7-32
Blacklisting of J. H. Gimby lifted.....		14- 4-31
Mr. Wm. Kay, Galt, Ont., who qualified for Postal Helper to be regarded as eligible for temporary employment as Clerk, Grade 1, and for permanent appointment as Clerk, Grade 1, subject to his waiving his eligibility for appointment as Postal Helper. (PO-C73-3004).....		23- 8-32
Mr. S. Laferriere eligible for position of Caretaker, Montreal, P.Q., as there are no eligibles from St. Laurent where the postal station is situated and applications were invited from residents of Montreal. (PW-CA3-460).....		6- 9-32
N. H. Plouffe and William Wise, whose names appear on lapsed lists for Postal Helper, Toronto, to retain their eligibility for appointment to this class. (OS-28572 and OS-25513)		21- 9-32
Gordon R. Southern, who was reduced from a full time to a part time Postal Helper and who resigned from the latter position to retain, if legal, his eligibility as full time Postal Helper. (OS-34150).....		7-10-32
J. W. L. Gendreau, formerly a permanent Postal Helper at Montreal, who was assigned to a part time position and resigned, regarded as eligible for re-employment in a full time capacity. (OS-33897).....		21-11-32
R. B. Bivar, O.A.S., to retain his eligibility for re-appointment in the season of 1933 as Junior Fruit and Vegetable Inspector, B.C. (OS-34110).....		22-11-32
Oscar H. Moore declared eligible for Prison Guard, etc., owing to the fact that he was within the age limit when he first made application for the position. (J-P-3603)		27-12-32
A permanent employee in one Department not considered eligible for assignment to a part time position in another Department. (George Wilson case PO-C51-3144)		17- 2-28
Ruling of 25-10-32 <i>re</i> Prison Guards cancelled. Eligibility to be retained by employee who has legitimate reason for waiving claim for a time. (M-28107)		7- 2-33
Hector Bissonnette and Emile Marcot eligible for appointment as Mail Porter from their Postal Chauffeur examination. (OS-33167).....		15- 2-33
Retention of eligibility for individual positions to include eligibility for any other point in the district to which original competition was open; but locality preference to be observed at other centres. (24-NR).....		21- 2-33
Temporary employees, who are being released from Departments and whose names appear on the eligible lists which have now lapsed, will retain their eligibility for permanent appointment. (SUB. 24).....		3- 4-32
Ruling that temporary employees released from Departments and whose names appear on eligible lists which have now lapsed will retain their eligibility for permanent appointment to apply to all candidates whose names appear on lapsed lists, and who, though temporarily employed last season in seasonal positions, were not taken on this year (C-10D-365).....		27- 5-32
House stenographers to be assigned without test. (36879G).....		7- 4-27
Temporary employees in seasonal positions, who are not employed this season, to retain their eligibility for season 1934. (See case of L. P. Pedneau, C-13D-143)		7- 3-33
L. W. Weaver, ineligible for re-employment as Inspector of Insect Pests. (OS-30053)		8- 3-33
R. B. Gibson eligible for re-employment as Postal Helper (OS-34366).....		10- 3-33
Departments to be asked for a list of temporary employees who have been released since January 1, 1932, and also to report immediately when temporary employees are released. (SUB. 24).....		21- 5-32
Earl B. Browne ineligible for re-employment as Junior Fruit and Vegetable Inspector. (AGR-F-3352).....		
Eligibility of Mr. R. Morley for re-employment as Junior Fruit and Vegetable Inspector regarded as having lapsed. (OS-7401).....		23- 3-33
Alphonse Schiller eligible for re-employment as Plant Disease Investigator for the season of 1934. (AGR-EF-3175).....		3- 4-33

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Continued*

Extracts from Minutes	Detail	Date of minute
Eligibility of Romeo Robitaille to be cancelled, Mr. Robitaille being first on the eligible list for Caretaker and having failed to establish his claim to the OAS preference. (PW-CA3-460).....		13- 4-33
James Denniston not eligible for employment in C.S.		15- 5-33
Staff of Unemployment Relief Branch to retain eligibility. (L-A-3131, 3112, 3091, and 3087).....		16- 5-33
Raymond Thomas to retain his eligibility for employment in B.C., as Junior Fruit and Vegetable Inspector, Mr. Thomas having qualified therefor, even though he is residing temporarily in Ontario. (M-7216).....		17- 5-33
John T. Barber, part-time Postal Helper, Montreal, to retain his eligibility for part-time positions as well as full-time positions even if he resigns his present position. (PO-C24-3193).....		23- 5-33
Employees laid off on completion of work not considered as retaining their eligibility under ruling relating to employees released on account of economic conditions. (R & C-WC-3064).....		10- 6-33
Dr. J. B. A. A. Dufresne, full-time temporary Veterinary Inspector eligible for appointment as a part-time Veterinary Inspector, etc. without entering competition for part-time positions. (AGR-HA-3022).....		13- 6-33
R. Mongeau, laid off from temporary position, to retain his eligibility for permanent appointment notwithstanding the lapse of list. (OS-39537).....		30- 6-33
Messrs. M. B. Atchison, F. E. Rhode and A. H. Simmons, lay-offs from the Department of the Interior, considered eligible for appt. to position of Elevator Operator, Ottawa. (PW-CA2-338).....		17- 7-33
Wilfred Corp, reassigned but not employed in 1932, to retain eligibility for positions of Junior Fruit and Vegetable Inspector. (AGR-F-3315).....		20- 7-33
Eligibility not retained by reason of employment under local selection after eligible list had lapsed. (See case of A. T. Goyette) (OS-34768).....		28- 7-33
In the absence of eligibles, selection to be made from lapsed lists based on date of qualification and number of seasons employed. (See case of E. B. Browne, Junior Fruit and Vegetable Inspector, Annapolis Valley, N.S.) (AGR-F-3352)		17- 8-33
R. Laviolette not eligible for re-employment on the strength of the examination which he passed for Messenger, owing to misrepresentation of age. (AGR-LS- 3002)		30- 8-33
Eligibles for Laboratory Assistant, Agriculture, (butter testing) to be advised to familiarize themselves with the methods of laboratory work as conducted in Dairy and Cold Storage Branch. (AGR-D-3004).....		8- 9-33
Assignment of C. B. Calder as Customs Guard to be subject to acceptance by Department and probationary period of one year. (M-31818).....		11- 9-33
Assignment of C. B. Calder as Customs Guard to be subject to acceptance by Department and probationary period of one year. (M-31818).....		11- 9-33
Employees released from Agriculture as result of reorganization to be retained on eligible list. (AGR-LS-3053, 3023, 3269 and 3150).....		18- 9-33
Length of experience to determine between House of Commons and Senate stenographers with equal rating. (36879G - Vol. 2).....		26- 9-33
Enquiry to be made of Department, in doubtful cases, to establish whether release was due to economic conditions. Eligibility not to be retained if temporary position previously held was of emergent or transitory nature. (24-PO)		3-10-33
W. S. Benson to retain eligibility for re-employment as Animal Husbandman even though he was released owing to economic conditions prior to January 1, 1933. (OS-28772).....		6-10-33
W. J. Hemphill and W. D. Pennock, whose names appear on cancelled eligible lists for Stationary Engineer, Heating, Grades 1 and 2, to retain their eligibility for re-employment. (OS-25462 & OA-28843).....		24-10-33
Mr. Frank Moore, Stationary Engineer, Heating, Grade 1, employed each season from 1918 to 1930 but not available thereafter owing to illness, eligible for appointment		1-11-33
Mr. R. H. Bennett, who qualified for Senior Live Stock Marketing Promoter, declared eligible for permanent appointment as Swine Grader. (AGR-LS-3142)		2-11-33
Stationary Engineer, Heating, Grade 2, to have preference for Grade 1 appointment over the non-OAS eligibles for Grade 1 who qualified at a later date. (PW-CA2-474S)		3-11-33
Miss C. E. Acres to retain eligibility for temporary employment by reason of having been engaged on work recurring each year. (OS-32423).....		22-11-33

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Continued*

Extracts from Minutes	Detail	Date of minute
Statement of Post Office Department to be accepted as to whether or not employees were released on account of economic condition. (24-PO).....		4-12-33
Hilda Mary Sersen to retain eligibility for employment in a temporary capacity, as office appliance operator, Grade 2, Comptometer. (O.S.-32432).....		5-12-33
Eligibility of Mrs. I. S. Kaplan for re-employment as Laboratory asst. at Toronto cancelled. (AGR-D-3023).....		18-12-33
Candidate assigned from another point in the absence of local eligibles considered to be entitled to continued employment in preference to a local eligible who qualified later. (See L. E. Longeway, C-24D-3006).....		19- 1-34
Eligible on lapsed lists not to retain eligibility by reason of previous employment if those above him on list have not been employed. (See Jose. E. Kennedy, OS-32986).....		6- 2-34
All former employees who were eligible and recommended for permanency prior to January 1st, 1932, and who were replaced by assignment from the lay-off list, regarded as retaining their eligibility. (See case of Mr. Clayton A. Roy, OS-22189) (Board decision).....		13- 2-34
Dr. A. K. Eaton assigned to position of Taxation investigator from eligible list for Third Secretary. (F.A. -3010).....		26- 2-34
Miss M. H. Egan, Clerk, Gr. 1, British Ministry of Pensions, who was laid off on account of economic conditions, eligible for employment, etc. (OS-7055).....		8- 3-34
R. W. Baillie, who qualified for Audit Acct. Gr. 2, declared eligible for permanent appointment as Accountant Examiner in the office of the Superintendent of Bankruptcy. (F-SB-3008).....		17- 3-34
Mr. Frank Moore, temporarily employed each season from 1918 to 1930, when he had a break in service owing to illness, considered as retaining his eligibility for seasonal employment. (PW-CA2-462).....		22- 3-34
M. B. Quillinan to retain eligibility for season 1934, no requisition having been received for 1932-33. (OS-30498).....		20- 4-34
Seasonal employees who have qualified for perm. appt. and who have been employed for more than one season to be given preference for re-employment in such positions even though lay-offs from other departments may be available. (50-20-NR).....		9- 4-34
Ruling of July 31, 1931, to apply to part-time employees in service at that time and since released. Ruling of May 3, 1932 to apply to part-time employees qualified for full-time, but eligibility for full-time to lapse on release. (24-PO).....		23- 4-34
Lightkeeper assigned but not employed, to retain eligibility until rejected. (24- 1-RM- (Vol. 2)).....		25- 4-34
Census clerks who are using comptometer machines to be rated by Bureau of Statistics and assigned in order of merit, as required, to positions of office appliance operator, Gr. 2, in any dept. (T&C-S-64).....		25- 4-34
Dairy Promoters to take precedence over Record of Performance Insp. on lay-off list for latter class. (24-AGR.).....		19- 5-34
Laid off student map draftsmen not eligible for reappointment in clerical classes. (AGR-HA-9).....		25- 5-34
Dr. Charles Head to retain eligibility for employment as live stock inspector, even though list has lapsed, etc. (AGR-LS-3011).....		28- 5-34
Ruling that student map draftsmen were not to be considered for reappointment to clerical classes not to apply to the cases of Messrs. H. M. Kelson, C. McNeil, Y. Pinard and E. P. Nunn, who were assigned before the decision was reached, but the ruling to stand for future guidance and these men not eligible for permanency (ND-CGS-3009G).....		5- 6-34
G. Doyle, who was employed as Insect pest investigator in 1932, to retain his eligibility for employment even though the position was not filled in 1933 and another eligible was appointed in 1934, etc. (OS-42136).....		9- 6-34
L. J. Milne to retain his eligibility for employment as Insect pest investigator even though he was not employed during the seasons of 1933 and 1934. (AGR-E-3313).....		7- 6-34
Employees reduced from full time to part time to be given preference for restoration to full time over lay-offs from another class. (PO-C24-845).....		25- 7-34
Sylvio Schnobb, released from temporary position in R.C.M.P. on account of economic conditions, to retain eligibility although list has lapsed. (RCMP-A-270).....		3- 8-34

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Continued*

Extracts from Minutes	Detail	Date of minute
Candidate who qualified for stenographer, Gr. 3, not to be listed for Gr. 2 after lapse of five years. (See case of Miss P. E. J. Spohn, OS-41447)....		3- 8-34
Mr. H. G. Garmen assigned but not employed, to retain eligibility until rejected or separated from service. (M.30654).....		24- 8-34
Part-time postal helpers reduced from full-time to take precedence over lay-offs from other classes for full-time postal helper positions. (PO-C-24-845).....		4- 9-34
Those on lapsed lists who decline temporary positions to lose their eligibility. (OS-30280, 34288, 30048 and 30047).....		13- 9-34
Employee who resigned after reduction from full-time to part-time postal helper to be given same treatment as those who continued in part-time positions. (See case of A. Giguere, OS-42067).....		2-10-34
Eligibility maintained by continuous employment even in exempt position. (See case of J. E. Kemp, Caretaker, ND-CE-3224).....		5-11-34
Stationary engineers on lapsed lists still considered eligible where,— 1. short term employment is due to present conditions; 2. failure to accept employment is due to offer towards end of season. (PW-CA2-416T).....		24-11-34
Messrs. A. W. Bowskill and C. L. Robinson, who were released from positions of letter carrier, Windsor, owing to economic conditions notwithstanding Department's previous statement to the contrary, eligible for re-employment. (OS-32915).		19- 2-35
J. A. Dion, who was unable to report for duty last season owing to ill-health, regarded as eligible for re-employment this summer provided he furnishes medical certificate. (OS-20358).....		19- 2-35
Postal employees reduced from full time to part time to retain eligibility for full time work until a vacancy occurs in the class of work they desire. (PO-C51-3002 and PW-CA3-1302).....		18- 3-35
Appt. of Dr. A. K. Eaton as Taxation Investigator on strength of having established his eligibility for appt. as Third Secretary. (F-A-57).....		18- 3-35
Mr. C. Vezina to retain eligibility in view of continuous employment. (SS-T-3014)		4- 5-35
F. Williamson eligible for employment in C.S. (38187-3G-(Vol. 2)).....		17- 7-35
Eligibility of Helen Byrnes, a Sessional Steno., for employment as Steno. Gr. 2, extended for one year. (OS-24510).....		2- 8-35
Only Stationary Engineers employed regularly last season to retain their eligibility for employment this season. (PW-CA2-416).....		17- 9-35
Eligibility continued despite lapsing of list and release from duty. (See case of Robert Duclos, J-A-3041).....		13-11-35
Eligible lists for Record of Performance Inspector, P.Q., to be followed in order of priority of establishment. (24-AGR).....		2-12-35
Record of Performance Inspectors, Prov. of Ont., to be appointed in order established by competition. (AGR-LS-301).....		16-12-35
Rule for appt. of R.O.P. Inspectors in Quebec to apply to other provinces as well. (AGR-LS-242).....		6- 1-36
Part-Time postal helper who resigns to retain eligibility for full-time only, while list is in existence. (See case of G. R. Southorn, Toronto.).....		30- 1-36
An employee in a Minister's Office who has passed a temporary test to retain eligibility for temporary employment when released from Minister's Office notwithstanding the lapsing of the list. (Sub. 24).....		9-11-35
S. B. Bentley to retain eligibility as Customs Truckman. (OS-23404).....		25- 1-36
L. N. Godfrey to retain eligibility as Jr. Sup. of Illus. Sta. (OS-32897).....		31- 1-36
E. A. R. Laker to retain eligibility as Immig. Insp. (OS-30734).....		3- 3-36
Perm. appt. notwithstanding misrepresentation of age—Miss R. D. Galipeau. (Aud-A-3301).		16- 3-36
Jr. Veterinary Inspectors appointed from Ontario to Western Provinces considered as having transferred their eligibility with their residence.....		20- 3-36
Viateur Juneau to maintain eligibility as Record of Performance Insp. until a comp. is held and a new list established. (OS-41361).....		7- 4-36
Eligibility of Maurice Lahaie as Postal Helper, Montreal, retained. PO-C24-3120T).....		8- 4-36
Eligibility for Elevator Operator maintained by reason of employment on sessional staff and for holiday relief. (38973G-(Vol. 2)).....		9- 5-36
Eligibility maintained by men assigned on day list lapsed. (AGR-EF-3155 and 3034) (Cases of L. J. S. Laporte and I. J. Ledingham).....		9- 7-36
Eligibles on Lower Grade lists which lapse to retain eligibility only for the class of position in which they are then employed; part time cleaners and helpers to be eligible for full-time positions. (SUB. 24).....		13-10-36

CIVIL SERVICE COMMISSION, OTTAWA

APPOINTMENTS—ELIGIBILITY—*Concluded*

Extracts from Minutes	Detail	Date of minute
Mr. A. R. Clark to maintain eligibility for Poultry Inspector, having been certified though not employed. (OS-41607).....		18-11-36
Part-time Postal Helpers, assigned in order of merit regardless of age to retain eligibility for full-time duty if they have not refused full-time employment. (24-PO-Vol. 2).		30-11-36
Eligibility of an office boy to cease as soon as it has been definitely established that he is not up to requirements; second trial to be given only when first position was of more than average difficulty. (NR-H-924) (Case of Louis McCann).		28-12-36
Miss E. B. Pettem apptd. permanently as Steno. Gr. 1, in AGR.-A-25, though list has lapsed and her temporary employment was in Grade 2.		27- 1-37
Employees whose names appear on lists which were allowed to lapse, prior to the passing of P.C. 5/3195 of 17-12-36, to retain eligibility if they are forced to leave service through no fault of their own. (SUB. 24).....		27- 1-37
Assignments to be made from eligible list which will lapse before eligible is required to report for duty but such assignments to be subject to approval of Dept. concerned. (C-11A-55).....		5- 3-37
Census Clerks employed since 1931 Census and now being released considered to have no claim to further appointment. (Case of Miss E. M. M. Gilpin—T & C-S-6018) (Board Decision).....		23- 3-37
Office Boys considered eligible for temp. employment as Clerk, Gr. 1, after reasonable term of service, and to retain eligibility for perm. Appt. as Office Boy and subsequent promotion. (FT-HQ-29T).....		1- 5-37
Mother's residence considered that of unmarried son who has had no settled domicile. (See case of Frank Scott—AGR.-P-3006). Also R. G. Downes—(M-48303).		11- 5-37 19- 6-37
Eligibility retained by employees of Can. Broadcasting Corporation after lapse of list, but to be cancelled by one refusal of appointment. (RB-A-3023)....		17- 5-37
Census clerks from 1931 Census, who have been continued as Statistical Clerks, to be regarded as eligible for permanent appointment. (24-T & C).....		21- 6-37
Eligibility maintained by E. R. Avery because of having waived his right to appointment in favour of Department's selection. (M-39122).....		6- 8-37
Regular employment, in connection with retention of eligibility, to mean:—		
1. assignment to regular positions on establishment offering continued employment.		
2. assignment in order of merit for short term work if employment last six months.		
3. assignment out of turn for short term work if eligibles standing higher on list have subsequently been appointed. (PO-C51-179T).....		12- 8-37
Candidates from Waterloo who wrote postal examinations at Kitchener to be eliminated from latter list and included in order of their present examination on the Waterloo list. (40043-C18G).....		20- 8-37
Candidates assured of retention of eligibility between 17-12-26 & 15-5-37 to be still regarded as eligible even though not in accordance with O.C. of last mentioned date. (C-5E-104).....		30- 8-37

1502
CA1 XC 2
- 38058

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

222233

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

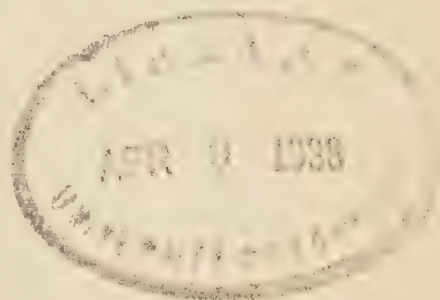
No. 10

TUESDAY, APRIL 5, 1938

WITNESS:

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938



MINUTES OF PROCEEDINGS

TUESDAY, April 5, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Betts, Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart and Tomlinson.—21.

In attendance:

Mr. C. H. Bland, Chairman, Civil Service Commission,
Mr. A. Potvin, Commissioner, Civil Service Commission,
Mr. J. H. Stitt, Commissioner, Civil Service Commission.

Mr. C. H. Bland was recalled and further examined.

The following corrections were approved:—

By Mr. Bland,—

Page 194—Sixth last line delete the period.

Fifth last line delete the word "After."

Sixth last line—after the word "from" substitute the words "persons having resided in such locality," for the words "bona fide residents."

(This also applies to line 12, page 197.)

Page 192—line 5 first word; substitute "not" for "and."

Page 198—second paragraph, 5th line, second last word should be "an."

Page 214—last paragraph, the 9th line, "accuracies" should read "in-accuracies."

Page 216—last paragraph, 7th line, the word "genuine" should read "continuing."

On motion of Mr. Boulanger,—

Resolved, That Mr. Lacroix (*Beauce*), be extended the privilege of questioning the witness.

The Committee adjourned to meet again Wednesday, April 6th, at 11 o'clock, a.m.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 277,

April 5, 1938.

The Select Special Committee on The Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Gentlemen, I talked to some members about what was going to take place this morning, and it was suggested to take the files of the Sussex and Beauceville post offices and read in turn the decisions reached by the commission in order to acquaint ourselves with the practice of the commission. I hope that will be agreeable to you gentlemen. In order to facilitate matters, I will ask Mr. Bland to sit here and I will pass the papers over to him as I proceed.

Mr. TOMLINSON: Should not that other matter be dealt with first, the report on the file taken up by Mr. Fournier?

The CHAIRMAN: No. Gentlemen, I have spent three days going over these files dealing with the post offices at Beauceville east and Sussex; and in order to give you an idea of the practice followed by the commission, I will quote to you extracts from the minutes, and so on.

Mr. C. H. BLAND, recalled.

The WITNESS: Mr. Chairman, may I make two or three minor corrections in the minutes of Thursday last, in order that the sense may be clear?

At page 194, the last paragraph is a quotation of section 21, subsection 3 of The Civil Service Act. The quotation is not accurate. I think it should be accurately copied from the Act itself.

Page 197, the second paragraph, the same remark applies, it being a quotation from the law.

Page 192, in connection with your question, Mr. Chairman, with reference to the minute book of the commission, my reply was that it dealt with matters of policy; not routine matters. The minutes read, "and routine matters." It is obvious that routine matters are not included.

Page 198, second paragraph, fifth line, the second last word should be "an."

Page 214, the last paragraph, the ninth last line, "accuracies" should read "inaccuracies."

Page 216, the last paragraph, the seventh line, the word "genuine" should be "continuing."

Thank you for the opportunity of making these corrections, Mr. Chairman.

The CHAIRMAN: Gentlemen we will take first the Sussex post office. I will try to summarize what happened.

First of all there is the Register of Marks Obtained by Candidates. The first one was Colonel Kinnear who had 85 marks. The second one was Mr. Keirstead who had 82 marks.

Colonel Kinnear was born August 1, 1871, and he is a returned man.

Under date of November 9, 1936, there is a memo, as follows:—

Please note that Mr. Kinnear, the highest rated applicant, is over the retiring age of 65.

It is initialled "S. J. D." There are also two other initials, "V. D."

Another letter under date of November 12, 1936, reads:—

Apart from Mr. Kinnear, who is 65 years of age, the only candidate considered competent to perform the duties in a satisfactory way is Mr. O. G. Keirstead. Mr. Keirstead has satisfactory educational qualifications and has served 27 years in the Sussex post office as assistant. On several occasions during the absence of the postmaster, he took full charge of the office, and has been acting postmaster since July, 1936. Those interviewed considered that Mr. Keirstead would make a satisfactory postmaster. His ratings are: educational qualifications 75 per cent; experience 90 per cent; personal suitability 80 per cent; final rating 82 per cent.

The examination branch recommends the appointment of Mr. Keirstead as postmaster at Sussex, N.B.

That is initialled by Mr. Foran, Mr. Bland, Mr. Potvin and the examiner in charge.

Mr. TOMLINSON: When did that position become vacant?

The CHAIRMAN: The position became vacant on account of the resignation of the postmaster. There is a letter from Mr. Sullivan, deputy postmaster general, dated July 17, 1936, asking for the temporary appointment of Mr. Keirstead as acting postmaster.

I would ask the members of the committee not to ask too many questions at this time, because these files are rather lengthy and it will take considerable time to go through them. You may ask questions afterwards, if you wish, but I would like to make it clear to you, and if any point is not clear I want you to please mention it. On the other hand, these files are lengthy, and I would like to get through them this morning.

Mr. TOMLINSON: The reason I asked that is that this man apparently was rejected because of his age.

The CHAIRMAN: Exactly. I am coming to that.

Mr. Herwig of the Canadian Legion wrote to the commission protesting against the appointment of Keirstead instead of Kinnear.

There is a memorandum on file dated March 6, 1937, as follows:—

In connection with the assignment of ex-service men over 65 years of age, I think we should bear in mind the wording of the Act with reference to the exemption of ex-service men from the age requirement:—

30. The provisions of any statute or regulation prescribing the age limit and physical requirements with respect to any appointment in the civil service shall not apply to any person with the military or naval service mentioned in sub-section 2 or 4 of the last preceding section, if the commission certifies that he is of such an age and in such a satisfactory physical condition that he is then able to perform the duties of the office and will probably be able to continue to do so for a reasonable period after his appointment.

It will be noted that one of the provisos is that the ex-service man will probably be able to continue to perform the duties of his office for a reasonable period after his appointment, and I do not feel that this provision would be complied with if we appointed Colonel Kinnear, who is over 65 years of age, to the position of postmaster at Sussex.

That is initialled by Mr. Bland, chairman; Mr. Potvin and Mr. Stitt.

On April 6, 1937, Mr. Foran, the secretary, wrote to the commissioners, as follows:—

[Mr. C. H. Bland.]

I think a great deal can be said in support of the contention of the Speaker of the Senate and his correspondent, Mr. White, and I suggest that the case be reviewed in the light of their representations.

Then follows a note from Mr. Bland, dated April 9, 1937, to Mr. Foran:—

You will note that a certificate in favour of Mr. Keirstead was issued in November last. What do you suggest can now be done in the matter?

The Chairman was asking the secretary for a suggestion. And here is Mr. Foran's answer dated April 12, 1937, addressed to the commissioners:—

I quite realize that nothing can now be done in this case, but it occurred to me that the commissioners might wish, in view of the attitude taken by Mr. White, and the Speaker of the Senate as well as the Canadian Legion, to give further consideration to the question raised by them as to whether a returned soldier in good physical condition at 66 years of age can not be expected to perform the duties of a postmaster for a reasonable period of time as prescribed in the Civil Service Act. I do not know that there is any legal question involved and I am rather inclined to think that it is medical advice which should be sought. In any event I am of opinion that it would help the commission in future cases if the point were definitely settled. We read almost every day of important appointments made by the government of men considerably over 66 years to the Senate, to the Judiciary, to important commissions and to high administrative and executive positions. In all these cases they are expected to perform their duties for a reasonable period of time. I should imagine that if age is no barrier to these higher positions, it should not be in the case of the position of a postmaster where the duties and responsibilities are much less onerous and exacting, and especially when we get such convincing evidence as we do in the case of Colonel Kinnear that he is in exceptionally fine physical condition and that the position is not one subject to the Superannuation Act.

You will notice, gentlemen, that Mr. Foran entered the service in 1884. He is one of the deans; in fact, he is number one, considering the date of entry into the service; and the plea he was making on behalf of Colonel Kinnear might well be applied to himself.

On April 15, 1937, the following memo. appeared:—

In connection with the secretary's memorandum hereunder, I think it would be desirable that the examiner should make a special report on any returned soldier who has reached the age limit of 65 and who he thinks is especially suited for the position.

That is signed by C. H. Bland, chairman, and J. H. Stitt. Then there is a report from the examiner, signed "R.M.W.," dated February 2, 1938:—

In connection with the competition for postmaster at Sussex, N.B., the intention of the commissioners is directed to the Department's letter of January 26, hereunder, stating that Mr. O. G. Keirstead has been in temporary charge of this office since July 3, 1936. This is another case in which the department has not acted upon the permanent certificate issued for the successful candidate. This certificate was issued for Mr. Keirstead, in November, 1936. The department states that the question of changing the status of this office to the Grade 2B or 2C is now under enquiry.

These facts are submitted for the information of the commissioners, and it is presumed that no further action need be taken in this case. That memo is not signed, but is initialled on the typewriter "R.M.W."

Here is a memorandum to Mr. Nelson from the examiner. It is not signed. This will be taken up afterwards.

On top of the file, dated March 5, 1938, there is a memo which is not signed. It appears as follows:—

Extract from the minutes for March 2, 1938:—

Post Office

Competition

Position of Postmaster, Sutton, P.Q. (PO-38238G).

The Department's desire to set up a general rule that candidates who are about the retiring age limit set for other classes of positions to be eliminated was approved but on the understanding that this policy is to be of general application for this class of position. (Commissioner Potvin was of opinion that in such cases, the commission's decision should be based on medical certificates showing the physical fitness of the candidate).

This is all for the Sussex file, and it shows that when a candidate reached the age of 65 he was, in the eyes of the commissioners, ineligible for the position of postmaster. It was decided in 1936-37.

Mr. MULOCK: That last decision was made on March 5, 1938, was it not, Mr. Chairman?

The CHAIRMAN: Yes.

Mr. MULOCK: May I ask a question arising out of that?

The CHAIRMAN: Yes.

By Mr. Mulock:

Q. Does the commission claim that the statutory exemption of returned soldiers from the age limit is applicable to cases where there is not a definite retiring age?

The CHAIRMAN: Will you answer that, Mr. Bland?

The WITNESS: I think, Colonel Mulock, that section 30 of the Act is applicable inferentially, at least, to the age 65, because the words of statute are as follows: "the provisions of any statute," not the Civil Service Act, but the provisions of any statute set the retiring age at 65 years; and, inferentially again, the practice and decision of the treasury board is that 65 years is the retiring age for the service. It seems to me that if 65 is the retiring age appointments should not be made above that age.

By Mr. Mulock:

Q. So that as far as a returned soldier is concerned, the waiver as to age does not apply in these cases in spite of the preference?—A. It applies under the terms of section 30 of the Act, subject to the decision of the commission. I think it is a matter of discretion.

Q. Does the commission usually make enquiries as to the physical condition of an applicant, under those circumstances?—A. I think each case is dealt with on its merits.

By Mr. Cleaver:

Q. Mr. Bland, what would you consider a reasonable period under Section 30? Section 30 reads:—

and will probably be able to continue to do so for a reasonable period after his appointment.

A. That, Mr. Cleaver, I think, is generally applicable to persons who have not reached the age of 65. An example would be if a person is 63 and is applying for a position of a general nature; I think the question would arise as to whether, before his or her retirement, there would be a reasonable period for the per-

[Mr. C. H. Bland.]

formance of the duties. Personally, I do not think it applies to persons who are over 65, because it seems to me that if civil servants are going to be retired at 65, why bring them into the service over 65?

Q. Mr. Bland, I do not want to press the question too far, but I would like to know what you would consider a reasonable period of time under Section 30?—

A. Well, subject to the proviso that I think the type of position may have some bearing upon your question, with which I think you will agree—

The CHAIRMAN: Just a minute. I would like to tell you that the two rulings in these cases are entirely different. For that reason I find it essential to deal with the other matter right away, and then you will be at liberty to ask questions about both matters.

Mr. CLEAVER: Then I will reserve my question until later.

The CHAIRMAN: Half an hour has already elapsed, and I would like to go through both these files this morning. I do not want to carry them any longer. I spent three days on these files, and I am now ready to try to summarize them or read full extracts from them within the time we have at our disposal this morning.

First of all, gentlemen, in the case of the Post Office at Beauceville east, there is a ruling of the Department of Justice, dated—

Mr. BOULANGER: Before you proceed, Mr. Chairman, will you tell us at what date the position became vacant and at what date Mr. Joseph Poulin made application?

The CHAIRMAN: The position became vacant—

Mr. BOULANGER: Or the date of the request to the department?

The CHAIRMAN: December 10, 1930. The first certificate was issued on behalf of Miss Lemieux, daughter of the deceased postmaster. She was temporary for a short time, and afterwards she was replaced by Mr. Bolduc, who is still a temporary appointee.

Mr. BOULANGER: When did Poulin make his application?

The CHAIRMAN: These files are badly copied, and things are not in order. I bring that to the attention of the chairman. They are not in logical order, although I must say, to be fair, that everything is here; nothing seems to have been removed from these files. On the other hand, the work of one who peruses the files is much harder on account of that fact.

I might answer you right away, Mr. Boulanger, and state that the position was advertised on December 15, 1930. I may find the other information later.

Mr. BOULANGER: I understand the position was advertised a second time in 1937?

The CHAIRMAN: Yes. I will go through this in chronological order.

The WITNESS: Just for your assistance may I point out that there are two files in each case, one being the file of the person appointed, the other dealing with the examinations. In each case where you find papers that have not signatures on them, the originals with signatures will probably be on the other file.

The CHAIRMAN: Oh, I know that. I will start, gentlemen, with a ruling that has been given by the Department of Justice, dated September 7, 1932. Mark you, this is dated September 7, 1932, and it reaches the commission the day after Christmas, December 26, 1938. It took a year and three months to go from the Department of Justice to the Civil Service Commission.

Mr. JEAN: You said "1938"—it was in September of 1932 that the ruling was given.

The CHAIRMAN: And it was received by the commission on December 26, 1933.

Mr. MULOCK: You said 1938.

The CHAIRMAN: You may put in 1933 right away. I have a copy of that ruling. May I tell you something else: First of all, Mr. Foran wrote to Mr. Edwards, the Deputy Minister of Justice, on August 15, 1932, stating his case.

Mr. TOMLINSON: Could we not start right at the beginning of that data and go through it?

The CHAIRMAN: No. I want to mention the ruling because it summarizes the case and I think gives you the whole thing. I will then go back to the appointment of the temporaries. If you wish me to proceed in that way I will do so.

Mr. MULOCK: Go ahead.

The CHAIRMAN: I have made an effort to understand it and I think the result of my study will make it easier for you gentlemen to understand the whole situation.

There is a memorandum from Mr. Foran dated August, 1932, to the effect that Mr. Plaxton had met the commissioners in the board room.

Mr. JEAN: What is the date of that?

The CHAIRMAN: That is August 30, 1932, to discuss Mr. Foran's letter of August 15 to Mr. Edwards, the Deputy Minister of Justice. And then, on October 3, 1932, several months afterwards, there is a memorandum from Miss Walker:—

Apparently the Justice Department has not yet furnished the letter referred to in the memorandum hereunder. Do you wish to send a follow-up in this case?

Then, there was a letter from Mr. Foran under date of November 26, 1932, addressed to Mr. Edwards of the Justice Department, when the question is: "as to whether Mr. Bolduc was a patron of the office or not is a question of fact which must be determined by the commission itself as the appointing power." He wanted an answer to that. On April 13, 1933, there is another letter from Mr. Foran to Mr. Edwards which stated that Mr. Plaxton was to furnish the commission, "with a letter along these lines, but, as the letter was not received I wrote you again on the 26th of November asking for early reply." No reply was received apparently and there is a memorandum to the commissioners under date of the 28th of April, 1933, which reads as follows:

As you are aware, the difficulties in connection with the Beauceville Est post office were discussed with Mr. Plaxton of the Justice department at a meeting on the 30th August, 1932, and Mr. Plaxton was to furnish the commission with a confirmation, in writing, of the opinion then given by him. Various follow-up letters have been sent, but no reply has been received. Will the commissioners be good enough to say what action should be taken in the matter?

Now, there is a note on the margin:

I have discussed this matter with Mr. Edwards some time ago and he admitted that the commission is entitled to a reply and promised to place it before the acting minister during Mr. Guthrie's absence. However, no further word has been received and as the minister is now in Ottawa a further communication might be sent to the deputy minister.

That is signed by the initials W.J.R.; and also C.H.B.

Then there was another letter from Mr. Foran to Mr. Edwards on September 22, 1933, and then we have this memorandum on the file dated October 10, 1933:—

[Mr. C. H. Bland.]

In accordance with instructions a letter was sent Mr. Edwards on September 22, following up the case of the postmastership at Beauceville Est, P.Q. Notwithstanding several efforts to have this case concluded, no reply has yet been received from the Department of Justice. Under the circumstances, what further action do the commissioners desire to have taken?

And that is signed with the initials "W.F."

Here is the famous ruling, and I want to read it to you. There are a number of parts to it—I will say that it fairly makes one sea-sick rolling as it does from starboard to port and from port to starboard; now it is yes Mr. Poulin, and then it is yes Mr. Bolduc. You will see what the worth of these rulings is to the Civil Service Commission.

The CHAIRMAN: I wonder if any sensible man in this committee—and I know you are all sensible men—could act in any way on such a ruling as that sent out by the Department of Justice on September 7, 1932. First of all it is a fact that the date it was received was the day after Christmas. This is a very long ruling and consequently that is probably what accounts for the fact that there is more of quantity than of quality in the ruling.

Mr. MACINNIS: What is the date of that?

The CHAIRMAN: The date of the ruling is September 7, 1932. It was received by the commission on the day after Christmas, the following year. It was a year and four months going from the Justice department to the Hunter building a distance of a few hundred yards.

Mr. CLEAVER: And the file indicates that there were repeated requests by the commission for this ruling?

The CHAIRMAN: Exactly. First of all there is the fact in the date—

Mr. MACINNIS: I think possibly the date on which they did receive it had something to do with the length of it.

The CHAIRMAN: Possibly so. They wrote six pages, possibly in order to show that they had made a careful study during that year and four months. The ruling reads:—

CPP/SG Department of Justice, Ottawa, 7th September, 1932.

DEAR SIR,—I have had under consideration, upon the reference for my opinion submitted by your letter of the 15th ultimo, the question of the eligibility of Mr. Seraphin Bolduc, a successful candidate in a competition conducted for the selection of a postmaster at Beauceville Est, County of Beauce, P.Q., for appointment to that position.

In connection with that paragraph they say "commission," when as a matter of fact that examination was conducted by the Post Office Department. There is first of all a mistake of fact.

It appears that the vacancy in this position was advertised in December, 1930; that the Civil Service Commission's posters stated: On recevra des demandes de la part des personnes qui sont desservies par le Bureau de Poste à Beauceville Est, P.Q.

Which means that the requests were limited to people who were patrons of that post office.

Et qui possèdent les qualites requises pour la position de maitre de poste; that nine applicants submitted applications; that Mr. Seraphin Bolduc, though ranked first among the candidates, was not considered eligible by the Commission for appointment on the ground of non-compliance with the requirement which limited the competition to patrons of the post office at Beauceville Est; that Mr. J. M. Cartier, the second

candidate on the list whom the Commission accordingly selected for appointment, was rejected by the Department, the only reason for this rejection assigned by the Department being that it was not in the public interest to appoint him; that the Commission thereupon appointed the third candidate on the list, Mr. J. M. Poulin—

You will note in that paragraph that the Department of Justice links the situation up with the Post Office Department in the matter of rejection, noting the point that the requirement limited the provision to patrons of the post office at Beauceville Est—emphasis is on the word “patrons.”

The only reason for his rejection assigned by the Department being that it was not in the public interest to appoint him;

It is not at all in the file amongst the letters received from the Post Office Department that it was not in the public interest to appoint—this is an invention, you will find it later on. I bring these facts to your attention, gentlemen, because they will have a bearing during the course of our investigation, because Bolduc is a temporary appointee, and Poulin is also a temporary appointee. One of these men, Mr. Bolduc, is the temporary appointee of the Post Office Department while Mr. Poulin is the appointee of the commission, and both of them were Conservatives; therefore, I am not seriously biased in my view of the matter.

That the Commission thereupon appointed the third candidate on the list, Mr. J. M. Poulin, who was also rejected by the Department on the ground that the Postmaster considers that Mr. Bolduc was a bona fide resident and should therefore have been appointed by the Civil Service Commission, having in mind the fact that he was placed first in the order of merit by the investigating officer.

There is no more question of “patronage” in the Post Office Department, the question turns from “patronage” now to “residents,” although the notices were addressed to “patrons.”

The question which has thus been raised is whether, having regard to the requirement of SS. 3 of Sec. 21 of the Civil Service Act that “The appointment to any local position in any province, shall so far as practical, be made from bona fide residents of such locality.” Mr. Bolduc was or was not properly considered by the commission to be eligible for appointment to the position of Postmaster at Beauceville Est.

Referring to Shakespeare; “to be, or not to be.”

The interpretation of the provision of the Civil Service Act quoted above has been the subject of several rulings by this Department. In his letter of March 28th, 1924, Mr. Newcombe,

who was a man learned in the law and who ended his career as one of the justices of the Supreme Court of Canada—

the then Deputy Minister of Justice, indicated that one admissible view of interpretation was that the word “locality” as the correlative of the words “any local positions in any province” might be treated as implying that the position was identified, by reason of the nature of the duties or functions appertaining thereto, with some particular place or district within a province, e.g., a village, town or city, but that, on another view, the word “locality”—

Listen to the late Mr. Justice Newcombe:—

might be taken as descriptive of the province in which the position was located. The latter interpretation he thought—

[Mr. C. H. Bland.]

A very wide interpretation of the word "locality."

The latter interpretation, he thought, would be more beneficial to the public service and perhaps the better one. My ruling of October 20th, 1924—

Have you got that ruling, Mr. Bland?

The WITNESS: I think I have that.

The CHAIRMAN:

My ruling of October 20th, 1924, with regard to the eligibility of Mr. George Ward of Bloomfield Station for appointment to the position of Postmaster for the town of Norton, New Brunswick, was founded upon the wider interpretation of the provision, for which Mr. Newcombe had indicated a preference. If the question of Mr. Bolduc's eligibility for appointment to the position of Postmaster at Beauceville Est were to be determined on the basis of that interpretation of the provision I would be obliged to rule that he was eligible for the appointment.

This is the first, "yes, Mr. Bolduc"; now we have, "yes, Mr. Poulin".

But subsequently, by letter dated January 12th, 1925, I advised the Chairman of the Civil Service Commission that, although Mr. Newcombe had expressed a preference for the wider interpretation of that provision—

—if the question of Mr. Bolduc's temporary appointment to the position of Postmaster at Beauceville Est was determined on the basis of that interpretation provision I would feel obliged to rule that he was eligible for the appointment—this is the first, "yes, Mr. Bolduc". Now then, we have "yes, Mr. Poulin":—

—he had clearly indicated that the other and narrower interpretation of the word was an admissible construction, and I added "if the Commission would find it convenient, as a matter of administrative practice, to adopt the narrower interpretation of the term, I can see no objection to this being done. But whichever view of the interpretation the Commission does adopt, it must, of course, consistently adhere to it".

It is, "yes, Mr. Poulin"; do you see?

It appears that the Civil Service Commission had already agreed with the Post Office Department upon a conventional definition of the term "locality" for the purpose of regulating the selection of candidates for appointment to the positions of Postmaster. This definition is set forth in Mr. Foran's letter of January 31st, 1919, to the Deputy Postmaster General, as follows:—

The Commission has previously stated that it is not considered necessary for the Post Office Inspector to interview applicants residing outside the district in which the vacancy occurs. For your information, I may say, that the inspector may interpret the word "district" to mean the town in which the vacancy occurs and the radius of territory in that immediate vicinity, the residents of which are patrons of that post office.

It is understood that, in view of my ruling of January 12th, 1925, the Civil Service Commission has, with the concurrence and assistance of the Post Office Department, consistently applied the above definition of "locality" in selecting candidates for appointment to the positions of Postmaster; and, having regard to the nature of the position and to what I stated in my letter of January 12, 1925, to the Chairman of the Commission, I do not consider that conventional definition to be open

to exception. It appears to furnish a good working rule, and has in its application, I understand, been attended by no difficulty until the present case.

But, until the present case it was, "yes, Mr. Bolduc". You have the appointee of the Post Office Department and the report on him in the present case is, "yes"; and now you have Mr. Poulin, the appointee of the Civil Service Commission, and rightly so, and again it is "yes".

The question whether a person who is an applicant for the position of Postmaster of a particular locality is or is not a resident of the locality within the meaning of the above definition, i.e., of the town in which the post office is situated or of the territory in the immediate vicinity the residents of which are patrons of that post office, involves, in my view, a question of fact, and I think the determination of this question appertains, under the provisions of the Civil Service Act and of the Civil Service Regulations, to the Civil Service Commission; the power is, however, of a discretionary and quasi-judicial nature, and must be exercised honestly and in the spirit of the statute, i.e., not capriciously, but on judicial grounds, and for substantial reasons; otherwise in the eye of the law they have not exercised their discretion at all. In the present case it does not appear, and I have no reason to assume, that the Commission in determining that Mr. Bolduc was ineligible for appointment, by reason of his not being a bona fide resident of the locality, exercised its discretion otherwise than in accordance with the principle above stated or that there was not sufficient evidence before the Commission to justify its determination in that regard.

Now, gentlemen, at that time there was no rating of the commission; the only rating was that of the Post Office Department; and no civil service examination had taken place. The only ratings were those of the Post Office Department which were used by the Civil Service Commission, which made no eligible list at the time. You cannot deny that, Mr. Bland; there was no eligible list. I will show you the file, and you can answer at our next sitting. There was no eligible list of the Civil Service Commission; the only thing is a rating by the Post Office Department. There was an examination by your commission at a later date.

And then the deputy Minister of Justice discusses the point of the legality of the rejection of Poulin by the Post Office Department; and from that we will in due course see in going through the file that it is clear from Mr. Foran's letter to the justice department that he was not sent a copy of the department's letter for the rejection of Poulin. You will have an opportunity of seeing that with the file before you, but I wanted to show you in that case that the justice department were going from left to right and right to left. I will, however, read the rest of this ruling from the justice department, there is only another page and a half of it.

The remaining question concerns the validity of the Deputy Postmaster General's rejection of, first, the second candidate on the list of successful candidates, Mr. J. M. Cartier, and, secondly, of the third candidate on the list, Mr. J. Poulin. It is understood that Mr. Cartier, having been assigned to the position on November 3, 1931, was rejected by the Deputy Postmaster General on May 13, 1932, and that Mr. Poulin, having been assigned to the position on May 31, 1932, was similarly rejected on June 14, 1932. These rejections were made by the Deputy Postmaster General in the exercise or assumed exercise of the authority conferred by ss. 1 of sec. 24 of the Civil Service Act, but the rejection of Mr. Cartier was made before, whereas that of Mr. Poulin was made after,

[Mr. C. H. Bland.]

the said subsection was amended by s. 5 of chap. 40 of the Statutes of 1932 which received the royal assent on May 26, 1932.

Having regard to the interpretation which has been placed by this department on the provisions of ss. 1 of sec. 24 of the Civil Service Act, prior to the amendment above cited (see my letter to you of September 1, 1925), I think it must be ruled that the power of rejection was, in the case of Mr. Cartier, effectively exercised; but, on the other hand, having regard to the amended terms of the said subsection, I do not think the power of rejection was effectively exercised in the case of Mr. Poulin.

The justice department does not refer at all to the existence of the continuous correspondence exchanged between his department and the Civil Service Commission.

Under the terms of the subsection, as amended, the deputy head's authority is limited to rejection "for cause," and he is required to report "the cause of rejection with full particulars to the commission." The term "for cause" does not mean the arbitrary will of the appointing power, for that might be the mere outgrowth of whim, caprice, prejudice or passion, which would, in reality, be no cause at all, but must mean some cause personal to the person appointed affecting or concerning his ability or fitness to perform the duties imposed upon him, such as incapacity, incompetency, or other kindred disqualification. The only cause assigned by the deputy head for Mr. Poulin's rejection was "that the Postmaster General considers that Mr. Bolduc is a bona fide resident, and, therefore, having in mind the fact that he was placed first in order of merit by the investigating officer"; but, apart from the fact that the Postmaster General has no authority to sit in review upon the decision of the commission in regard to a question which is confided to its determination, the reason for rejection, so assigned, not being related in any way to Mr. Poulin's fitness or capacity to perform the duties of the office, was not a "cause" in the sense in which that term is, in my view, used in the statute.

Yours truly,

(Sgd.) W. STUART EDWARDS,

Deputy Minister of Justice.

WILLIAM FORAN, Esq.,
Secretary,
Civil Service Commission,
Ottawa.

On December 10, 1930, the Deputy Postmaster General writes to the Civil Service Commission asking for the temporary appointment of Miss Charlotte Lemieux, daughter of the former postmaster—that was on the 21st of November. She was placed temporarily in charge. The date of that was the 21st of November, 1930.

Now, on December 15, 1930, a vacancy notice was posted and it was addressed to the persons who were patrons of the post office at Beauceville Est, which read:—

EMPLOI VACANT: On Recevra des demandes d'emploi de la part des clients du bureau de poste de Beauceville, Est, P.Q., qui possèdent les qualités requises pour remplir l'emploi de Maître de Poste, Beauceville, Est, P.Q.

Mr. GLEN: I think, Mr. Chairman, there is no use in giving all these particulars in order to discuss the question of the interpretation of the word "locality." Is that right?

The CHAIRMAN: Mr. Glen, there was no question as to "locality" in the notice.

Mr. GLEN: Not in the notice, no.

The CHAIRMAN: It was just a question of there being "patrons" of the office.

Mr. GLEN: Of the office, yes.

The CHAIRMAN: And the question of locality came after the question of residents was mentioned.

Mr. GLEN: Quite.

The CHAIRMAN: In the notice to which I have just referred the invitation was made to "patrons."

Mr. GLEN: Yes.

Mr. TOMLINSON: What are "patrons"?

The CHAIRMAN: Those who go to the office for their mail regularly, I think.

Some hon. MEMBERS: No, no.

Mr. TOMLINSON: I cannot agree to that at all.

Mr. GLEN: Not wholly.

The CHAIRMAN: We will not discuss the word "patrons" now.

Mr. MULOCK: We should not discuss that until you are through dealing with the file.

The CHAIRMAN: Exactly. We will discuss it on its merits from the file. What I take from it is that the notice was addressed to "patrons"; but afterwards it was decided that only "residents" should apply. That is the point.

Mr. JEAN: Have you any additional information in the file there?

The CHAIRMAN: Oh yes.

Mr. JEAN: You read exactly what was said?

The CHAIRMAN: Yes. I have the file here.

Mr. CLEAVER: I do not see where the difficulty arises in this case; it is not confined to residents of the municipality, it includes residents of the locality?

The CHAIRMAN: Yes.

Mr. CLEAVER: I would imagine that locality would take in all of the surrounding district. What we are concerned with then, is what is the meaning of the word "patrons," as used in the notice.

Mr. TOMLINSON: Oh, there is the question as to patrons; who are the patrons of the post office?

Mr. GLEN: Anyone who gets his mail at the post office.

The CHAIRMAN: Exactly. "Applications are invited from patrons of the Sussex post office, New Brunswick"—that is the regular form. I will let you look at it if you wish.

Mr. JEAN: It was not for everybody from outside.

Mr. TOMLINSON: I want to be free to discuss that word.

The CHAIRMAN: Exactly. The subject matter is one which may provide many discussions. At the present time I want to put the facts before you in order for you to know what is in these files. Remembering that in the case of the Sussex post office the returned man who was only a little over 65 was rejected on account of his age, you must remember that while listening to what was going on in the Beauceville case.

On February 5, 1931, Mr. Foran wrote to the deputy Postmaster General asking for the report of the superintendent, Mr. Coolican. Mr. Coolican

[Mr. C. H. Bland.]

answered in the following words to Mr. Foran under date of February 12, 1931:—

To the Secretary, Civil Service Commission.

Dear Sir,—With reference to your communication of the 5th of February asking for the district superintendent's report on the applications for the vacancy in the postmastership at Beauceville Est, P.Q., I may say that the department is not yet in a position to furnish its report.

Yours very truly,

P. D. COOLICAN,
Assistant Deputy Postmaster General.

Then the Chamber of Commerce of Beauceville sent a resolution to the Civil Service Commission to the effect:—

That the members of this chamber strongly protest against any appointment to the position of postmaster of Beauceville East of a person not residing in the postal district of Beauceville East.

This chamber is advised that one of the applicants has had his mail addressed to Beauceville East since about two months; this with the object of proving residence to the authorities.

This chamber is also aware that the posters stated the applicant must be a resident of the postal district of Beauceville East.

This was a misrepresentation; what was mentioned was patron. On February 28, 1931, he took office temporarily. On March 6, 1931, Mr. Foran wrote to Mr. Coolican and on March 10 Mr. Coolican answered on the printed form, and correspondence continued like that during April, May, June and July. Mr. Foran wrote to the Post Office Department asking for a report of the district superintendent and Mr. Coolican sent a form in reply. Finally, Mr. Foran became angry and he wrote to Mr. Coolican on May, 1931, asking that the report please be sent at an early date. Very calmly Mr. Coolican returned the form to Mr. Foran on May 21, 1931. On June 10, Mr. Foran got tired of writing like that to Mr. Coolican and wrote to the deputy postmaster general, Mr. Gaboury:—

In connection with the appointment of a postmaster at Beauceville East, P.Q., I note that the report of your district superintendent has not yet been received although the time limit for the receipt of applications expired on December 15th. In view of the time that has now elapsed, I should be glad if you would be so kind as to have the matter expedited.

And then Mr. Coolican wrote again to Mr. Foran on the same form informing him that the department was not ready. In July the same thing happened. Mr. Foran wrote to Mr. Gaboury and Mr. Coolican answered on the same form. On August 8, 1931, the report of the district superintendent was received by the Civil Service Commission with the post office rating. I shall not mention them all. There were nine applications. Seraphin Bolduc received ninety marks; J. M. Cartier received eighty-eight marks and J. Poulin received eighty-seven marks. J. Poulin was the third on the list. Here is the reaction of the Civil Service Commission. We have it here. On August 13, 1931, there is a memorandum to the secretary from the chief examiner which reads as follows:—

S. Bolduc: age 35, good education with commercial course and some training at Polytechnical school; his experience has been that of clerk and book-keeper; he is at present in business as wood merchant and is also assistant secretary of the parish council. He has been temporarily

in charge of the post office since February 1931. Regarding residence, the superintendent states that this candidate has lived in the district served by the post office at Beauceville East since February last, apparently the date the office was transferred to him, but that he has always been a resident of the "parish."

This is very important:—

The candidate claims that his parish St. François is served by the Beauceville East post office. He has had an office in Beauceville East in connection with his work as assistant secretary of the parish council.

J. M. Cartier: Age 38; has had commercial course and has had several years' experience as customs clerk, one year as assistant postmaster at St. Madeleine and is at present employed as insurance agent.

J. Poulin: Age 57; commercial course; since 1890 has been insurance agent and for some time has been district manager.

In 1934 Poulin was fifty-seven years of age and he is now sixty-five. Here is the reaction of the commission: "Mr. Bolduc's statement should be confirmed by the district superintendent—(sgd) Newton McTavish. And there is an arrow which shows that the same view was held by Chairman Roche. And here is Mr. Tremblay's view. He was a former commissioner:—

Purposely or otherwise the superintendent's report is wonderfully ambiguous on the subject of the residential qualifications of Mr. Bolduc. While Mr. Bolduc may be a resident of the parish, it does not necessarily mean that he is a patron of the office as called for by the regulations. To my own personal knowledge, there are at least three (perhaps more) post offices in the parish (which really means township) of St. François. Unless it can be clearly shown that Mr. Bolduc is a patron of the office of Beauceville East, he cannot be considered. I think the question should be plainly put to him for a definite answer.

He says, "unless it can be shown that he is a patron of the office." He was a postmaster; naturally he was a patron of the post office. It was his own office at the time. Mr. Tremblay did not say "was"; he said "is".

Then, Mr. Foran writes to Mr. Bolduc asking for some information, and here is Mr. Bolduc's answer under date of September 3, 1931:—

DEAR SIR,—I have the honour to advise receipt of your letter of September 2nd, in connection with the post office at Beauceville East, re file P.O. 39504.

In answer to your inquiry I beg to say that I have always been a patron of the Beauceville East post office, that I have never been a patron of the Beauceville West post office or of any other post office of the parish of St. François other than that of the Beauceville East before my appointment as acting postmaster of Beauceville East.

It is very definite. Now, Mr. Foran had written to Mr. Gaboury of the Post Office Department also and he answered on September 10th, sending a letter from the district superintendent; and here is a copy of the letter from the post office district superintendent signed S. Tanner Green, to Mr. Gaboury; and he sent the letter on to Mr. Foran. The superintendent's letter is dated September 8, 1931, and I quote this passage from it:—

...the district superintendent has to say that Mr. Bolduc has, as stated in form CSC.-72 accompanying report of the 1st ultimo, been a patron of Beauceville East post office since the beginning of the current year (he holds domicile and lives with his family in the place)—and was partially

[Mr. C. H. Bland.]

so precedingly as may be seen from the accompanying envelopes and registration receipts herewith, some of which date back as far as 1927.

This intelligence was gleaned by the Chief Inspector and the undersigned when they specially visited the place for the purpose on the 30th of July and 1st ultimo.

Then there is a letter from Mr. Foran to Mr. Gaboury in which he refers to the district superintendent:—

He states that Mr. Bolduc has been a patron of the Beauceville East post office since the beginning of the current year and was partially so previous to that time. If Mr. Bolduc has been a resident of Beauceville East only since the beginning of the current year, (probably the date on which the postmastership was temporarily transferred to him), where did he reside previously? If he was “partially” a patron of the Beauceville East post office before the beginning of the year, of what other post office was he also a patron and to what extent? Just what does the district superintendent mean by “partially” in this case?

The commissioners desire a definite explanation on this point of residence...

On October 5, 1931, Mr. Gaboury answered Mr. Foran and sends a copy of the memorandum from the district superintendent and also copies of sworn declarations made by Mr. Bolduc.

Then there is a letter under date of October 1, 1931, signed by Mr. Tanner Green, district superintendent, to the postmaster general, in which appear the words: “...the Quebec district superintendent herewith transmits a copy of his letter to Mr. Bolduc in the matter of the 28th September, and the sworn declaration received from Mr. Bolduc, in reply which covers the question at issue.” And here is the sworn declaration. The declaration reads:—

1. Seraphin Boduc, postmaster of Beauceville East, being duly sworn in, stated:—

- (1) Before my appointment as temporary postmaster of Beauceville East I was receiving at this office as assistant secretary treasurer of the county of Beauce, part of the correspondence concerning the business of the county, and I transacted there part of my personal business.
- (2) I was then in the lumber business in different centres hereafter mentioned and I would have my correspondence sent there so as to be able to get it in the course of my travels either at Lac Megantic PB-169, Malvina L.G., St. Victor L.G. Holeb, Me., PB-17 and Skinner, Me., P.B. 35.
- (3) I have always been a bone fide client of Beauceville East getting there part of my correspondence and part of the correspondence of Beauce county, buying their stamps and mailing various mail matters.

(Sgd.) Seraphin BOLDUC.

Sworn before me at St. Georges, this 30th day of September, 1931.

(Sgd.) Adelard GILBERT.

Then there are many affidavits which were apparently sent to the commission because there is a letter from Mr. Poulin mentioned. It is dated August 27, 1932, and refers to documents being sent to the commission. There is an affidavit from Miss Lemieux, assistant to the temporary postmaster who was replaced by Bolduc. It is not an affidavit; it is a solemn declaration which is entirely different. She says that Bolduc has had no mail there, but she does not swear it. It is declared before Mr. Fortier who does not show his capacity to take sworn declarations or affidavits. Very often in my experience as a lawyer I

have found that people did not think they were taking an oath when they were signing their name to a declaration, especially when they did not have to touch the bible. This affidavit seems to be very irregular. Then there is another one by Lemieux—a declaration. I want to say “declaration” because I mean “declaration.” If I used “affidavit” it was a slip. There is another solemn declaration from Maurice Lemieux, brother of the young lady, a former temporary postmaster, and both say that to their knowledge Bolduc did not have mail there. But there are other sworn statements. It is very curious. Here is this one signed by Napoleon Mathieu, and he says “I, the undersigned, being duly sworn, declare. . .” It is declared instead of being sworn. And it is mentioned that Bolduc was not a resident of the place before he was appointed postmaster. There is a memorandum of Mr. Baril dated October 10, 1931, to the secretary of the commission which states:—

In accordance with the instructions of the commissioners the question of the residence of Mr. S. Bolduc, the acting postmaster of Beauceville East, and the candidates rated highest, has been made a point of inquiry with the district superintendent and with the candidate himself. Our letters of inquiry have requested quite definite information, but the replies received both from the district superintendent and from Mr. Bolduc are rather unsatisfactory. It is noted that the district superintendent in his last letter refers for further confirmation to the chief inspector who accompanied him on his visit to Beauceville East last summer.

The examination branch submits the case again for the consideration of the commissioners and for instructions as to whether a further attempt should be made to get more definite information from the department, although it is difficult to see how the question could be more clearly put.

Then, on October 20, 1931, there is a board decision which states: “Position of postmaster, Beauceville East, P.Q. (39504). Mr. J. M. Cartier selected for appointment.” And it is signed by Mr. Roche, chairman, Mr. McTavish and Mr. Tremblay, commissioners.

Here is a certificate from the Rev. Father Lamontagne who was the parish priest. The certificate reads:—

I, the undersigned, certify that Mr. Charles Bolduc and Mr. Seraphin Bolduc, his son, have been and still are parishioners of St. François de Beauce, served by the priest of this parish, that they have their pew and their lot in the said parish. I also certify that the parish of St. François and the town of Beauceville and Beauceville East is one and the same parish.

It might be compared to Ottawa and Rockcliffe. A man might do business with the post office in Ottawa and be a patron of that post office although his residence is not within the limits of the city.

Cartier was not exactly rejected, but it was stated that his appointment was not in the public interest. I will read you a letter from the deputy postmaster general so that you may judge for yourselves:—

OTTAWA, November 21, 1931.

WILLIAM FORAN, Esq.,
Secretary,
Civil Service Commission,
Ottawa, Ontario.

DEAR SIR,—By instruction of the Postmaster general, I have to refer to the certificate issued by the Commission on the 3rd of November, on behalf of Mr. Jean Marie Cartier, in connection with the Beauceville Est postmastership, your file PO-39504.

[Mr. C. H. Bland.]

On referring to the official report on the candidates, it is observed that the commission's appointee was second on the order of merit list, the first being Mr. Serephin Bolduc, who has been in temporary charge of the office for some months and, before taking any action in the matter, the Postmaster general would like to have a statement as to the reasons which caused the commission to overlook the claims of the first candidate on the list.

On examining the file, it is observed that on two occasions since the above mentioned report was placed in the hands of the Commission, enquiry has been made as to the residential qualifications of applicant Bolduc and it is thought possible, therefore, that the commission was not satisfied that this candidate was a bona fide resident of Beauceville Est and for that reason was eliminated from the competition.

On this last point, however, it is desired to state that the Department caused the District Superintendent of Postal Service, Quebec, and the Chief Inspector, Postal Service Branch, to investigate this aspect of the case very carefully, bearing in mind the regulations of the commission concerning cases of this nature, as applying to the special conditions existing at Beauceville Est. These officials came to the conclusion that Mr. Bolduc was entitled to first place amongst the candidates, having the residential qualifications.

It is observed that in a letter dated the 31st of August, reference is made to the fact that this candidate gave his address as St. François, Beauce County, but of course, this is the name of the parish and the town is commonly known as Beauceville, being served by two post offices, Beauceville Est and Beauceville Ouest. As will be noted by the revenue, Beauceville Est is by far the more important of the two offices serving the town.

From an affidavit, copy of which was forwarded to the commission, it is understood that Mr. Bolduc has always patronized to a certain extent the Beauceville Est post office, which he was also patronizing as assistant secretary of the municipality, but even assuming that this is not satisfactory to the commission, this is a case where the usual regulations in regard to residential qualifications can hardly apply, as undoubtedly, if a resident on a rural route which may serve residents in another township, municipality or parish, is considered as having the residential qualifications, should a vacancy occur at the office from which the rural route is served, with more reason, in the opinion of the general public, is the resident of a town qualified as to residence, should he decide to apply for one of the offices serving the town.

The Deputy Postmaster general went much further than before and said that men and women living outside of the limits of the town could apply if they were on the rural route, and so on.

Then there is a memorandum from Miss Walker to the secretary of The Civil Service Commission in which unsatisfactory replies of the post office department are mentioned. This is under date of November 27, 1931:—

The attention of the Commission is directed to letter hereunder of November 21st from the post office department taking exception to the appointment of Mr. J. M. Cartier as postmaster at Beauceville Est. It may be noted that the department had ample opportunity to submit such representations last September when rather unsatisfactory replies were received to our enquiries regarding the residential qualifications of Mr. Bolduc.

The file is respectfully submitted for the consideration of the commissioners, and for instructions as to what action might be taken.

That is signed by C. H. Bland. The following notation also appears on this memorandum:—

This might be pointed out to the department; also inform them that the information furnished the commissioner's including statutory declarations, indicated that Mr. Bolduc was not a bona fide resident in the meaning of The Civil Service Act at the time the position was advertised.

That is signed by two commissioners, Roche and MacTavish, and it is initialled by many others. Then Mr. Foran writes to Mr. Gaboury on December 21, 1931, as per the following extract:—

The Commissioners have reviewed the case again and do not consider that any change should now be made in the selection of the successful candidate, Mr. J. M. Cartier, for whom a certificate was issued on November 3rd.

Time marches on. On May 25, 1932, there is a memorandum from Mr. Bland to the secretary:—

The attention of the commissioners is directed to the fact that since the question of extension of Mr. Bolduc's certificate was submitted hereunder, the department has rejected Mr. J. M. Cartier. (See attached file, PO-39504). No reason for the rejection of Mr. Cartier has been given. Do the commissioners consider that the department should be asked to explain the cause of rejection in this case, or may a second selection now be proceeded with? If Mr. Bolduc is not to be considered, the next candidate would be Mr. J. Poulin, who has received a rating of 87 per cent. Do the commissioners further consider that in view of the fact that the department has rejected Mr. Cartier, an extension of certificate for Mr. Bolduc, which will allow reasonable time for a second appointee to be installed, might be granted? Possibly two months from April 28 would be sufficient time for the department to take action on the certificate for the next appointee, Mr. Poulin, if the latter's appointment is approved.

The case is again respectfully submitted for the consideration of the commissioners.

The following notation also appears on this letter:—

According to Justice department, the Departments have not to give more specific reasons for the rejection of an appointee than the reasons given in Mr. P. T. Coolican's letter of May 13, 1932.

It is recommended that Mr. J. Poulin, who is now first in line of appointment, be assigned.

That is signed by Mr. Baril. Then Mr. Bland has this notation:—

If Bolduc is not to be considered.

Mr. Bland made the suggestion to the commissioners that Bolduc should be considered after Cartier was rejected. Then there is an arrow pointing to the foregoing notation by Mr. Bland, and this is followed by these words:—

I think perusal of the file makes this quite plain.

Then in March the chairman wrote:—

I do not consider that the cause of rejection is in accordance with section 24, C.S. Act as originally drafted, or with the new legislation (Bill 99).

The Bill had been passed in the meantime. The following notation also appears on this letter:—

[Mr. C. H. Bland.]

I suggest that the question of issuing certificate for Bolduc should be left over until one appointee has been installed in office.

That is signed "J. E. Tremblay."

On June 14, 1932, Mr. Coolican writes to Dr. Roche. He does not write any more to Mr. Foran. Mr. Foran writes to the Deputy Minister, and Mr. Coolican was perhaps offended by that, as he does not write any more to the secretary of the commission but writes to the chairman, the Honourable Dr. Roche, as follows:—

I am directed by the postmaster general to communicate with you again in connection with the vacancy at Beauceville Est.

As you are aware, the office has been in temporary charge of Mr. Seraphin Bolduc for some months and the district superintendent of postal service, Quebec, in submitting his report on the candidates, gave first place to Mr. Bolduc, classifying him as a bona fide resident of the place, all the candidates being civilians.

Representations have been made to the commission respecting the residential qualifications of the Acting Postmaster and I wish to say that the Postmaster General who has personal knowledge of the situation at Beauceville Est and of all the circumstances connected with this matter, is strongly of the opinion that Mr. Bolduc should be appointed permanently in accordance with the ratings given by the District superintendent and the order of merit in which the candidates appear in his report.

I have to inform you, in addition, that the certificate issued on the 31st of May on behalf of Mr. Josephat Poulin is hereby rejected and to ask you to kindly give every consideration to the above mentioned recommendation made by the Honourable Postmaster General relative to a permanent appointment.

Then there is a note from Miss Walker to the effect that the department had rejected Mr. Cartier because it was not in the public interest to appoint him. I read the letter to you, and there is nothing to that effect in it.

On June 27, 1932, Mr. Gaboury wrote to Mr. Foran in part as follows:—
... permit me to state that as indicated in departmental letter of the 14th of June, the commission's nominee, Mr. Poulin, was rejected on account of the fact that in the opinion of the postmaster general, Mr. Seraphin Bolduc should have been selected in this case as he was the highest rated candidate and in the opinion of the postmaster general he has the requisite residential qualifications.

By the Chairman:

Q. At that time there was no rating made by the Civil Service Commission, Mr. Bland?—A. I find it pretty difficult to answer; I have not seen that file.

Q. Will you please take note of that question and answer it at some future time?—A. Yes, sir.

The CHAIRMAN: After that there is a memo dated July 2, 1932, in which the following statement appears:—

This statement does not offer any explanation as to why Mr. Poulin's qualifications do not warrant a trial in the position, but simply indicates why the department prefers to have Mr. Bolduc.

Then Mr. Foran writes to Mr. Gonthier, the auditor general, to complain of the doings of the post office department. He also writes to Mr. Gaboury to inform him. Then there is a letter from Mr. Foran to the deputy minister.

Mr. MULOCK: Where has the second man got by this time, Mr. Chairman?

The CHAIRMAN: Poulin?

Mr. FOURNIER: No; Cartier.

The CHAIRMAN: Cartier is out of the picture. I have read to you the letter from Mr. Gaboury to the commission in which he states that the postmaster general is rather favourable to Bolduc, but he did not say that it was not in the public interest to appoint Cartier. He did not say that at all. It was in the imagination of someone of the commission to say that. It is not on file at all. In fact, Cartier was never rejected. He was considered as rejected by the commission, but he was never rejected by the department.

Mr. FOURNIER: No. There is something in the file that says a certificate was issued appointing Mr. Cartier and the department asked the commission for an extension of the temporary appointment of Bolduc.

The CHAIRMAN: Yes, but Cartier was not definitely rejected.

Mr. FOURNIER: No.

The CHAIRMAN: It was never said that it was in the public interest to reject him.

Mr. TOMLINSON: But he had received his certificate?

The CHAIRMAN: Oh yes, but nevertheless the commission acted very quickly in the case of Cartier, but in the case of Poulin it was entirely different. Then there is the legal point of view which I will pass over at this time.

On January 4, 1934, Mr. Roche wrote the following memorandum which is initialled by Mr. Bland and Mr. Potvin:—

I would suggest that the Post Office Department be sent a copy of the opinion of the Department of Justice, and point out that in consequence of this decision the rejection of Mr. Poulin is not a valid rejection.

This opinion also bears out the contention of the Civil Service Commission in connection with the appointment of a postmaster at Iberville, P.Q.

I wonder if the whole Post Office Department was seasick on reading that ruling.

Then on December 29, 1936, Mr. Foran wrote to Mr. Sullivan.

Mr. FOURNIER: I am sorry to interrupt, Mr. Chairman, but does it stop in 1932 and then start over again in 1936?

The CHAIRMAN: Yes. I have the following list here:—

April 28, 1933, memorandum of Mr. Roche.

August 13, Mr. Foran to Mr. Edwards.

September 22, Mr. Foran to Mr. Edwards.

October 10, Mr. Foran, memo.

December 26, Civil Service Commission receives ruling dated September 7, 1932. Christmas gift.

January 25, 1934, Mr. Foran to Mr. Gaboury.

Time marches on.

December 29, 1936, Mr. Foran to Mr. Sullivan, re advertisement.

Mr. Foran writes to Mr. Gonthier, but there is no answer from Mr. Gonthier to the commission. It was unilateral correspondence.

January 4, 1937, Mr. Foran to Mr. Sullivan.

January 12, Mr. Foran to Mr. Sullivan.

February 17, Mr. Foran to Mr. Edwards.

March 5, Mr. Foran to Mr. Edwards.

March 8, the Corporation of Beauceville asked for the postmastership.

[Mr. C. H. Bland.]

The municipality asked to be appointed postmaster.

Then the letter from Mr. Foran to Mr. Edwards, and so on. A very long time elapsed between all that correspondence.

Mr. TOMLINSON: And all that time there was a temporary appointee?

The CHAIRMAN: He is still there.

Mr. TOMLINSON: He is still there?

The CHAIRMAN: Yes.

Mr. FOURNIER: They did not appoint the corporation as postmaster?

The CHAIRMAN: No. On December 29, 1936, Mr. Foran wrote to Mr. Gonthier, and the last paragraph of this letter reads:—

During this time, the department has appointed Mr. S. Bolduc, and the commission for some years, has not issued any certificate for Mr. Bolduc.

He was employed without a certificate.

Your attention is called to the fact that Mr. Bolduc has been paid illegally for his services for this time.

There is no answer from Mr. Gonthier. He gave the cold shoulder to Mr. Bland. On January 4, 1937, Mr. Foran wrote to Mr. Sullivan:—

With further reference to my letter of December 29, in which I advised you that the commission has approved of re-advertising the position of postmaster at Beauceville Est, P.Q., will you please advise whether this position should be advertised as bilingual?

The position was again advertised.

Mr. BELANGER: What is the date?

The CHAIRMAN: The date of re-advertising was February 4, 1937.

Mr. TOMLINSON: Under whose instructions? I am just asking for the purposes of the record.

The CHAIRMAN: I am coming to that. It is here. December 17, 1936: "I do not think the commission has any alternative but to carry out the wishes of the department and have this position re-advertised. I am assuming, of course, that the commission would not think it necessary that the selection made five years ago should now be put into effect. We have an opinion from the Department of Justice that a certificate from the commission is necessary even for the temporary employment of a postmaster. That being the case, I should say that this man was illegally in receipt of payment for his services. I think this matter should be taken up with the Auditor General.

It might be well in acknowledging the letter asking that the position be re-advertised, to call attention to the fact that the previous appointment was not honoured by the department, and to state that it is hoped that there will not be a repetition of this action in the forthcoming competition." That bears the initials of Mr. Foran, Mr. Stitt, and Mr. Potvin—and where it is initialled by Mr. Potvin it is struck out with his pen, as you see here (indicating) and he writes something else:—

As Mr. Poulin has been regularly appointed and as his rejection is not valid (see justice department ruling September 7, 1932) I believe the transfer should be made to him.

First of all, he was willing to approve the re-advertising; but afterwards, in a few minutes probably, he changed his mind and gave another ruling. It is permitted for a man to change his mind, it is true; but it is better if he defers doing so.

Mr. BOULANGER: What applications were received under the re-advertisement?

The CHAIRMAN: Several applications—I am coming to that, and I will show you the rating of the commission.

Mr. BOULANGER: And the duties?

The CHAIRMAN: Oh yes.

Mr. BOULANGER: What was the time limit for the receipt of applications under the advertisement you have before you now?

The CHAIRMAN: The date of the notice was February 4th, and the time limit, not later than February 17, 1937.

Mr. TOMLINSON: The file is not so large as the other one.

The CHAIRMAN: No. The position finally goes to Oscar Drouin, at one time minister of Crown lands at Quebec. He received notification of appointment.

Mr. DUPUIS: Was he a patron of the office?

Mr. JEAN: He might have been in some cases.

Mr. FOURNIER: Mr. Bland, could they not have kept that man who was temporary and paid him a salary—if you read Section 24 of the Act,—

The WITNESS: I would like to answer that just as soon as the chairman is through, if I may?

The CHAIRMAN: Yes, if you please. And at the time, do you see, there was no eligible list of the commission; it was only a departmental eligible list made on a departmental rating, and the commission had no rating at all except that of the department. Mr. Gosselin of the commission was authorized to act as a representative on that board and he sat as its chairman. I have to go through this quickly. Here is the rating—and that rating is something incredible; most foolish. Here are the ratings: For Bolduc, who had been six years temporary postmaster, the marks were: educational qualifications, 80; personal suitability, 85; experience, 80. He had been for six years postmaster, and his experience was rated as 80. Now, let us take Poulin: educational qualifications, 80, the same as the other; personal suitability, 90; experience—he has never been a postmaster apparently—85. The one who was a postmaster for six years had 80 for experience and the one who was not a postmaster had 85; and the difference in the ratings was 82·5 for Bolduc and 86·5 for Poulin. Therefore, for Bolduc who was postmaster it would appear that he had less experience than the man who had not been a postmaster at all—if he had not been the postmaster he would have had five marks more and possibly would have been first on this Civil Service Commission list. That is why I tell you that the rating is most absurd and we will have to make a careful study of the ratings.

Mr. SPENCE: Who made the ratings?

The CHAIRMAN: I don't know.

Mr. SPENCE: Experience there probably does not mean post office experience; it might have meant other experience.

The CHAIRMAN: I do not see what that has to do with it. Having experience as a church warden might help him to carry out the duties of the post office—I will have to leave you to make up your own opinion as to that.

Mr. SPENCE: He might have had lots of other experience.

The CHAIRMAN: I will leave it to you gentlemen to decide about that.

The WITNESS: Would you mind my bringing in here a question as to whether this rating was the rating given by the post office inspector as well?

The CHAIRMAN: I think that is probably so.

Mr. TOMLINSON: I would like to know if the post office inspector made that rating, or some of that rating; I would like to know his name, I would like to know who he was.

[Mr. C. H. Bland.]

The CHAIRMAN: I do not see any name indicated here. The file shows that Mr. Poulin was at that time 64 years of age and that he was rated 86·5. The other applicant was rated 82·5. There is a difference of 5 marks for experience. You may want to ask some questions about experience.

Mr. MULOCK: Mr. Chairman, possibly Mr. Poulin had the advantage because he was a returned man.

The CHAIRMAN: Neither was a returned man. Someone told me there was something in the file to the effect that one was a returned man, but it never appeared that he was a returned man and it is not mentioned in the rating.

Mr. TOMLINSON: Does it not mention the name of the post office inspector who concurred in that rating?

The CHAIRMAN: That is not shown. There is the post office rating but it is the Civil Service Commission rating that I have quoted.

The WITNESS: No, excuse me, that is the joint rating of the Post Office department and the Civil Service Commission.

The CHAIRMAN: It is the combined ratings.

Mr. TOMLINSON: Who rated for the Post Office department?

The CHAIRMAN: I will read you the whole thing. The application filed by Mr. Bolduc which is dated November 1, 1937, shows that he was appointed acting postmaster in 1931; previously in St. Francis de Beauce; age 41; married; length of residence in Canada, lifetime; no overseas service; no physical defect; speaks French; good handwriting; very good character; very good habits; very good standing in the community; commercial course; left school at the age of 16; what experience has applicant which would fit him for this position? (a) Post office (other than that obtained as acting in the position in question), none; but on the other hand you must read the following section of the question, (b) other experience—on farm from the age of 16 to 24—from the age of 24 to 35, wood dealer, he had no other experience—that was enough. He had no experience in post office operation before he was appointed. His other experience was on a farm from the age of 16 to 24, and then from 24 to 35 he worked as a wood dealer. His rating was: educational qualifications, 80; experience, 80; personal suitability, 85.

Mr. TOMLINSON: Who signed that examination?

The CHAIRMAN: It is signed by Mr. Beauchamp, of the Post Office department, and by Mr. Gosselin for the Civil Service Commission. Now we come to Poulin: Josephat Poulin, who is married and is 64 years of age, and who has spent his lifetime in Canada but who had no service overseas. He had no physical defects, speaks only French, good character; very good habits and very good standing in the community. He has a commercial course and left school at 17—one year more than the other. And, post office experience, other than that obtained as acting in the position in question, none. Other experience, from 1890 to 1897 as agent of a life insurance company; from 1897 to 1915 an insurance agent; and from 1915 to 1937, district manager of a life insurance company. His rating was: educational qualifications, 80; experience, 85; and personal suitability, 90.

Mr. TOMLINSON: Who signed that?

The CHAIRMAN: It is signed by the same gentleman.

Mr. O'NEILL: You say he speaks only French?

The CHAIRMAN: Both—now, gentlemen, I am coming to the end—

Mr. TOMLINSON: Was Bolduc bilingual?

The CHAIRMAN: There were none bilingual and none were returned men.

Mr. TOMLINSON: What is it you are reading from, is that the official rating report?

The CHAIRMAN: Yes, I am reading from that. It is the rating of the board who made the appointment.

Mr. MULOCK: That was the Poulin rating you were reading?

The CHAIRMAN: Yes, the last one was Poulin.

Mr. FOURNIER: Is there a rating for Cartier?

The CHAIRMAN: Mr. Cartier is no longer in the picture.

May I say that in the list of names there were four Poulins.

Now, gentlemen, there is a memorandum from the examiner in charge, dated November 10, 1937. I will read that part which relates to Poulin and Bolduc only—I could not very well take the time for the rest of it.

Among the non-O.A.S. candidates, the highest rated is Mr. Josephat Poulin. He is 64 years of age. All his experience has been with life insurance work. For the last 22 years he has been district manager. His ratings are: education 80, experience 85, personal suitability 90, average 86·5 per cent.

Mr. BOULANGER: And he got a rating of 90 per cent in 1931.

The CHAIRMAN: Yes, when he was not in the post office he had 90 per cent, but according to the Post Office department after he had been in the post office for six years he lost three marks, that was on account of lack of experience or something like that. It continues:—

The next candidate in order of rating is Mr. Seraphin Bolduc. He is 41 years of age, and took a commercial course. He has been 8 years farming and 11 years as wood dealer. His ratings are: education 80, experience 80, personal suitability 85, average 82·5 per cent.

Then it continues:—

The commissioners may remember that Mr. Josephat Poulin was appointed by the commission as postmaster at Beauceville-Est in May, 1932, following a competition advertised in March, 1930. The department rejected his appointment and pressed for that of Mr. Bolduc, who was the highest rated candidate in that competition, but who was considered by the commission to lack the requisite qualifications of being a patron of the office for at least one year.

And it was not a question of “patronage,” it was a question of “residents.”

In view of the ratings, the examination branch considers that Mr. Poulin should be declared eligible for appointment as postmaster at Beauceville Est, but in view of his age, 64 years, the question of whether his appointment should be permanent or temporary is submitted for the commissioners' decision.

Mr. Bland writes on that memorandum:—

I think the question of age and length of service should be a determining factor, or at least a factor to be given consideration, and that the examiner should be asked to report on this basis.

That is Mr. Bland's decision. Also on that file is this notation by Mr. Foran:—

I should think that considering Mr. Poulin's age the appointment of Mr. Bolduc would be more in the public interest.

Then, there are the initials S.G.N.—that is Mr. Nelson, and there is this note also from Mr. Nelson:—

[Mr. C. H. Bland.]

On file—November 23, 1937: I am advised by Mr. Gosselin that since Mr. Poulin's suitability for the position of postmaster did not appear to be affected by his age, no account was taken of his age in arriving at his rating. The written papers of Mr. Josephat Poulin and Seraphin Bolduc are submitted for the information of the commissioners. It should be noted that the first question, which required the candidates to transfer certain numbers to their examination books and that was misinterpreted by Mr. Bolduc.

And then here is a statement from Mr. Poulin on Mr. Bolduc's file. It should be on Poulin's file.

Mr. MACINNIS: Mr. Chairman, I wonder if we could not deal with these cases without having to go into so much detail?

The CHAIRMAN: I know that very well. I am nearly through. I will tell you, Mr. MacInnis—

Mr. MACINNIS: Will you let me complete what I want to say? I am not one who protests unduly, but I think that this committee should be interested largely in questions of principles and—

Mr. SPENCE: Questions of policy.

Mr. MACINNIS: Yes, thank you; questions of policy. If we find that a department, say the Post Office department, is interfering with the commission, then we should make a report on that stating our opinion. If we find on the other hand that the commission is slack in any way we should emphasize that point. I do not think going into so much detail is going to help us very greatly in our work.

The CHAIRMAN: No. I will not do this in any other case. What I wanted to show was the practice of the commission. And, if you will kindly give me a chance for about five minutes to go ahead with the material on this file and complete my presentation of this case—

Here is Commissioner Potvin's point of view—and the reason why I am bringing this before you, explaining this to you and reading from this file this morning, is because the chairman, Mr. Bland, said the other day that the illegality of rejection of Poulin by the Post Office Department was the reason for his having been appointed the second time. I am not sure whether I heard him right or not, I thought he used the word injustice; but, on the other hand, the word illegality is there; and if there was an illegality done by the Post Office department it is most interesting for us to see what it is; and, moreover, the procedure of the commission; and the ease of the dismissal of the rulings of the Justice department, as the one given in this case.

Mr. HARTIGAN: We ought to go into this point first. Referring to the statement made of Mr. MacInnis, if we want to find out if there has been any deviation from policy on the part of either the commission or the department, the only way we can get at it is by having the individual case.

The CHAIRMAN: Yes.

Mr. HARTIGAN: That is the only way in which we can get it. If you are here to decide on policy, how are you going to decide whether there are deviations from that policy, or what the policy is, unless we have the individual cases to go with it?

The CHAIRMAN: Exactly.

Mr. MACINNIS: We do not have to go into every item on the file.

The CHAIRMAN: I tell you gentlemen that on Monday Commissioner Potvin changed his mind possibly in a few minutes; but more striking is the fact that apparently Mr. Bland changed his views on November 10, 1937, on December 7, 1937, when he agreed with Mr. Potvin; and this is what I want to read to

you. I contend that the commission should not be a rubber stamp and that it is not necessary that commissioners should agree among themselves. They should express their views freely. I put the facts before you now in order that you may know the whole story. Let me read this:—

On December 6, 1937, there is this memorandum on file: Re Postmaster, Beauceville, P.Q.

In all justice to Mr. Poulin, I believe he should be appointed to the above position. I base my opinion on the following facts: Five years ago Mr. Poulin took part in a competition after which he had been appointed postmaster. The department rejected him. The Department of Justice, to which the matter was referred, decided that such a rejection was illegal. But Mr. Bolduc was kept in the position during these five years. There was no recourse against him as the Beauceville post office is on a revenue basis. At the time of his appointment, Mr. Poulin was 59 years of age, and in my opinion, he has been deprived of his rights since that time. I believe the commission would be, in spite of Mr. Poulin's age, justified to assign him, basing its action on the examiner's report.

The Superannuation Act does not apply in this case. In the past, postmasters have been appointed who were even older than Mr. Poulin, and I believe in equity that the commission should approve of his appointment.

That is signed by the initials A. P., commissioner. Here is another memorandum dated December 7, 1937, to Mr. Nelson:—

This file was before the board on November 30th, but no decision was given, except that Mr. Potvin was asked to place a memorandum on file which he has done. Subsequently, the chairman and Commissioner Stitt placed notations on Mr. Morgan's memo of November 10th, and I am now directed to ask you to report in accordance with the chairman's request in order that the matter may be discussed again at the next board meeting.

The matter was decided and Mr. Bland was reluctant to approve of Mr. Poulin's appointment, and so was Mr. Stitt, on November 10th; and then, on December 7th Mr. Bland and Mr. Stitt added the following note on what I have just read:

My memo had been placed on file prior to the board meeting referred to above, but in the light of Commissioner Potvin's report, I agree to the selection of Mr. Poulin.

That is signed by C. H. B. and J. H. S. Mr. Bland and Mr. Stitt on account of the illuminating report of Mr. Potvin changed their minds and decided that Mr. Poulin should be appointed.

Mr. O'NEILL: In other words, one good turn deserves another.

The CHAIRMAN: I think that stand is just as bad as the ruling I have mentioned. I do not see why commissioners have to agree all the time. They have minds that distinguish them from other beings, and they might exercise their own judgment. Once having made a decision I think they should stand by it; because you would have had a reason for making that decision. I do not see why the thing is done like that.

Mr. MacINNIS: Do you think that this agreement by the commission indicates that they agree on everything that comes before them?

The CHAIRMAN: No. I am not going through all the files. It took me three days to go through this one.

Mr. TOMLINSON: Can you tell me what the amount of the revenue in that office was?

[Mr. C. H. Bland.]

Mr. FOURNIER: Was this man appointed?

The CHAIRMAN: Bolduc is still there.

Mr. TOMLINSON: Finish it up.

The CHAIRMAN: And there is another memorandum dated December 11, 1937:—

In connection with the notations contained on the examination branch memorandum of November 10, I may say that I do not recall a case where the commission has requested the right of any candidate under 65 years of age to appointment as postmaster. It has been felt that since the revenue postmasters are not subject to superannuation, nor subject to the regulations governing compulsory retirement at 70 years, the usual age limit need not be observed. In connection with this question of age limit, the attached file dealing with the appointment of a postmaster at Sussex, N.B., is drawn to the attention of the commissioners. In this case the examination branch has recommended a candidate who was over 65 years of age and the file would indicate that the commission was of the opinion that barring physical incapacity a candidate should not be rejected on account of age alone.

This is from Mr. Nelson. It is very fair. But there are other things. I will now read a letter dated March 21, 1938:—

The attention of the commission is again drawn to the department's letter of February 7, 1938, in which the department rejects, under Section 24 of The Civil Service Act, the appointment of Mr. Joseph M. Poulin, on account of age. The Department asks that another appointment be made.

The Commission has already approved of the department's desire to set up a general ruling that candidates who are at or about the retiring age limit set for other classes of positions should be eliminated on the understanding that this policy is to be of general application for this class of position. However, inasmuch as a certificate has already been issued for Mr. Poulin in the case of Beauceville Est, this ruling would not apply in that competition, and the matter of the department's rejection of Mr. Poulin on account of age is again referred to the commission.

It may be noted that a satisfactory medical report has been received from Mr. Poulin, which states the candidate is in good health.

Mr. TOMLINSON: What is the revenue of that office?

Mr. FOURNIER: Have they a postmaster yet at that place?

The CHAIRMAN: I hear that Bolduc is still the postmaster.

Mr. TOMLINSON: What is the amount of the revenue at that post office? It will be stated on the advertisement.

By Mr. Fournier:

Q. Mr. Bland, would this temporary appointment fall under the application of section 24 and section 25 of the Act?—A. It should, Mr. Fournier, but unfortunately it does not because of the fact that revenue postmasters are not paid on certificate; they are paid on what is called salary warrants.

Q. Under section 25 this man Bolduc would be a permanent employee after being there six or seven years?—A. Bolduc was not in there on certificate. If the provisions of section 24 (1) or (3) operated, he would not have been paid. He was paid by deductions from the revenue of the office. That is the way postmasters of that kind are paid.

The CHAIRMAN: The total compensation is approximately \$2,226.77.

Mr. TOMLINSON: That is the salary?

The CHAIRMAN: The compensation. The revenue is about \$5,000.

Mr. TOMLINSON: It goes to show that in connection with these small positions in rural districts, there is political influence or departmental influence.

The CHAIRMAN: Well, gentlemen, I have finished with that. I wanted to show you the practice of the commission in one case. I do not find, as chairman of this committee, that the commissioners are bound to agree on every point. If there is dissent, they can explain it.

Mr. O'NEILL: Would you clear up that ruling in that particular case? Apparently there has been an injustice done to the man who was five years in the position of acting postmaster. I think we should try to clear up whatever injustice may have resulted.

The CHAIRMAN: I cannot understand the dealings of the commission in this case. I cannot understand them at all, and I want to say here—

Mr. TOMLINSON: Better take up the matter of questioning at our next sitting.

Mr. J. H. STITT (Civil Service Commissioner): I think the commissioners ought to be heard. There is one point that has been altogether overlooked, and a great deal of emphasis has been laid on it—

The CHAIRMAN: These are the ratings that were given.

Mr. STITT: But, you have given just one side of it, Mr. Chairman; there is an important point there, and if you will permit me, it is this:

The CHAIRMAN: Yes.

Mr. STITT: Where a man is placed in a position temporarily prior to a competition the commission have ruled that the experience he gains in the capacity is not to count in the competition.

The CHAIRMAN: It is an absurd ruling.

Some Hon. MEMBERS: Oh no.

The WITNESS: I have said nothing so far. May I speak for a moment now?

Mr. TOMLINSON: If we are going to argue this thing we are going to argue it properly, we are not going to argue it piecemeal.

Mr. FOURNIER: Let us take it up at our next meeting.

Mr. TOMLINSON: It is one o'clock, anyway.

The CHAIRMAN: Mr. Bland would like to say a word.

The WITNESS: I have said nothing this morning because of the fact that you wanted to present your statement, and I took it for granted that I would have an opportunity of examining this file and making a statement before the committee comes to any decision.

The CHAIRMAN: Surely, that is right.

Mr. BOULANGER: Before we adjourn I would like to make a motion. I do not know what the general practice is, but Mr. Lacroix, in whose riding this case came up, would like the privilege of asking certain questions before the committee. I would like to move that at our next sitting he be afforded the privileges of the committee, if that may be done.

The CHAIRMAN: Nobody has any objections to that.

Mr. TOMLINSON: If you are going to extend that privilege to him, Mr. Chairman, may I say that I have two or three members who would also like to come here and ask questions.

The CHAIRMAN: Exactly.

Mr. BROOKS: They have a right to come if they want to.

The CHAIRMAN: I want it understood that in extending this privilege to Mr. Lacroix it is not the intention of the committee that it should be made general.

We will adjourn until to-morrow morning at 11 o'clock.

The committee adjourned at 1.07 o'clock p.m., to meet again to-morrow, April 6, 1938, at 11 a.m.

CAI XC 2
- 3868

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

Canada
ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 11

WEDNESDAY, APRIL 6, 1938

WITNESSES:

Mr. C. H. Bland, Chairman, Civil Service Commission.
Col. C. H. L. Sharman, Chief of the Narcotic Division, Department of
National Health.

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

APRIL 6, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Betts, Boulanger, Clark (*York-Sunbury*), Deachman, Fournier (*Hull*), Glen, Golding, Green, MacInnis, MacNeil, McNiven (*Regina City*), Mulock, Pouliot, Spence, Stewart and Tomlinson.—16.

In attendance:—

Mr. A. Potvin, Commissioner, Civil Service Commission,
Mr. J. H. Stitt, Commissioner, Civil Service Commission.

On the suggestion of the Chairman it was agreed that Sir Francis Floud, British High Commissioner to Canada, be invited to appear before the Committee and express his views and experience regarding the British Civil Service.

The Chairman informed the Committee that one copy of a chart for each department similar to the one submitted by the Civil Service Commission, would be supplied.

On motion of Mr. Glen,—

Resolved,—That any member who has a whole file to submit to the Committee, shall first submit it to the Subcommittee, with a summary or precis of the principle involved, for analysis and report back to the Committee.

On motion of Mr. MacInnis,—

Resolved,—That certain excerpts from the Civil Service Register of Rulings of the Commission, be printed as appendices to the minutes of evidence of this meeting. (See appendices nos. 1 to 11 inclusive).

Mr. C. H. Bland, Chairman of the Civil Service Commission was recalled, and further examined.

On motion of Mr. Boulanger,—

Resolved,—That Mr. Bland should furnish a list of services established outside the Civil Service Commission, and the name of the statute establishing each.

Mr. Bland was also instructed to furnish additional information respecting the Civil Service Commission staff.

Witness retired.

Col. C. H. L. Sharman, Chief of the Narcotic Division, Department of National Health, was called, sworn, examined and retired.

The Committee adjourned to meet again Thursday, April 7, at 11 o'clock a.m.

J. P. DOYLE,
Clerk of the Committee.

chart of the various departments. The charts that I showed you were very extensive. Would you be satisfied, on account of the cost of the work, to have a chart of each department?

Mr. MacINNIS: Yes.

The CHAIRMAN: For a start. If you need more you will please tell me and I shall see to it that they are obtained. I shall now call on Mr. Bland.

Mr. C. H. BLAND recalled.

Mr. GLEN: Before you begin this morning, there is one thing I should like to say in connection with the procedure of the committee yesterday. You did a tremendous amount of toil, and put forth great effort in going through two files, going over all the communications between the Civil Service Commission and those in authority in connection with appointments. Now, that was very interesting, and I think the committee should endeavour to praise you for the work you have done in that connection; but I am rather timorous now. I am afraid that the example you set yesterday may be followed by other members of the committee. For instance, I have heard that some members have files they wish to go through, and if they adopt the same procedure of going through the files with letters here and replies there, then the day of judgment will come and pass before we get through this committee. What I am going to suggest is this: In order to expedite the work of this committee we should proceed in a different manner. For instance, my friend Mr. Tomlinson, has a file he spoke to me about, and he wishes to go through that file. But if he is to adopt the procedure that was adopted yesterday then he will have to take the same method and go through the file reading on and on and on to arrive at one particular point and one principle. What I suggest is this, that where a file is to come before this committee with regard to a principle or some amendment desired in the Act, it should be referred to the steering committee, who would go through that file as carefully as they could, and make a summary of the point involved, bringing down the facts leading to the conclusion, and placing it before the committee for discussion. Then, when the discussion takes place the committee will be in the position of knowing the principle involved, and with the facts as submitted by the steering committee we could go ahead much faster than we are doing now. I make that suggestion principally because I think it is a wise suggestion and it would permit the committee to discuss the matter.

The CHAIRMAN: Mr. Glen, I thank you for your remarks; but on the other hand I would not impose on the sub-committee the mass of work that is involved in going through these files. It was not to create a precedent that I brought these files before the committee. They do not belong to my constituency. Moreover, the two appointees, the one of the Post Office Department and the one of the Civil Service Commission, were both Conservatives; therefore I thought it was a good way to show the committee how the work is proceeding in the commission. However, there was something else in that file. There was a typical ruling of the Department of Justice which was very important.

If the members of the committee come to the conclusion that the rulings of the Department of Justice should be signed by the minister, the work done yesterday will be very profitable, because the man who will draft it will be more careful and will see that the ruling is sent to the Civil Service Commission in time. The Civil Service Commission has to abide by these rulings, and I find it very strange that one man in the Department of Justice, a lawyer of good standing, but not above the average, imposes his view on the Civil Service Commission. I am strongly against it, and I think these rulings should be prepared with the utmost care because they affect 60,000 people. That is my point of view.

[Mr. C. H. Bland.]

Mr. TOMLINSON: Mr. Chairman, I am heartily in accord with Mr. Glen's suggestion, because I have a file that has a certain principle involved in connection with the age limit of certain individuals who applied for positions and who are non-civilians. In this particular file I notice, that the government of the day, that is the minister himself, recognized the age of 65 as the age on which the limit should be placed with regard to appointments. That is the principle involved. Now, I do not wish to take up the time of the committee going over that file. There are certain names in the files that I would not want to come out, anyway. I do not think it would be fair to the people involved, in the first place. That is not the only file I have. I have another file that involves another principle which will come up later in connection with the soldiers' preference. I have certain files that will go to show that these small positions have caused the Civil Service Commission a great deal of difficulty, caretakers, for instance; and they are being made without the full knowledge of the commission themselves, and yet the chairman or the commissioners themselves must take the responsibility. I should like to bring this out; but I would rather bring it before the sub-committee, produce the files there and have the members of the sub-committee study them. I think that would shorten our work considerably.

Mr. DEACHMAN: I should like to support the suggestion that has been made by the two previous speakers. Perhaps if I may put it this way you will see exactly what I mean. A certain principle is involved in regard to a whole file which has been gone over here in the last few days. If we turned around and approached it from the standpoint of the principle involved, and studied it in terms of the principle, would it not simplify the question a very great deal and save a tremendous amount of time as far as the committee is concerned? Take the case to which my friend Mr. Tomlinson referred. It involved a certain principle. He could go over that file and study that principle, I believe, with the members of the Civil Service Commission, and they would then be able to agree as far as the statement of the case is concerned and we would probably have a statement of the principle put in a few hundred words instead of the interminable reading of exchanges between departments in regard to the matter. I should like to see the committee approach the point where we are trying to solve what are fundamental problems. I do not believe the committee will find that the judgment of the commission is infallible; I do not think Mr. Bland would claim that it is—

The WITNESS: Certainly not.

Mr. DEACHMAN: But, there is at least this: when we reach the position in regard to some of these matters as to what should be done, it would help if we sat down with members of the commission as guides. But, if we are simply to spend our time on files which are endless in length it is, in my judgment, a waste of time.

The CHAIRMAN: Thank you, Mr. Deachman.

Mr. MACINNIS: Mr. Chairman, I do most emphatically support those who have spoken before me. I do so for several reasons, but chiefly because I recognize if we are going to get these files and read every letter and every telegram and every memo and everything else in the file we will get lost there and will not be able to find the principle involved. It is principles that we want to deal with. I am quite satisfied that every member of this committee agrees that if we sat here until Christmas we could not become familiar with every detail of the Civil Service Commission. While going through this file, or files like it, may be important in regard to certain points, we should be able to get what is in them without spending as much time as we did yesterday. I had hoped that the committee might produce something of value before the session ends, and in that connection we should try to simplify our work. I concur whole-heartedly in what has been said.

Mr. FOURNIER: I should like to say a word or two on this question. I believe it is useful to have this matter discussed. The principles governing the civil service and the Civil Service Commission have been explained by Mr. Bland in a good many sittings of this committee. We all admit the principle of merit and the principle in every section of the Act; but when we put the question to a witness and say: "Is that principle applied in practice"? The general answer is "Yes." Now, when we have several cases coming to our knowledge which show that this principle is not applied I believe the committee or the subcommittee should bring these facts and the files so that we can show that the principle involved is not applied carefully by the commission and by the departments. We should be able to show, if it is so, that they are erring. I believe that is the object in going over certain files, but not too many. The principles in them will enlighten not only the members of the committee but the members of the Civil Service Commission themselves. They believe that they are sometimes holier than holy. Then when members go to them and say "Can this be done"? They say, "Oh, no. Look at section so-and-so; it cannot be done." We find out later that it is being done continuously in the departments. If we do not show that to the commission—and they know that—if we do not show these facts to the commission or to the staff or to the high officials, we will have no support from the House of Commons or from the public.

Mr. DEACHMAN: It is not necessary to read a whole file in order to get at that. I have no objection to the statement of principle involved—pardon the interruption—and a discussion of the principle. That is what I want to see; but I do not want to be lost in this endless mass of verbiage.

Mr. FOURNIER: I understand no useful purpose would be served in taking up too long a time in going over the files; but once you have a principle in mind, a principle which exists in the Act, and you find this principle is not applied, I think it is our duty to go into the files. If we do not go into the files everybody will keep on thinking everything is perfect in an imperfect world. To bring out certain facts is a useful thing, because some civil servants, after this inquiry, will be very very careful in the way they proceed. They will not take upon themselves the duty of trying to impose on the commission and the commission will not try to impose either on the members of the government staffs. So, I think by going into certain details certain results will follow from them.

Mr. MACNEIL: I am heartily in support of the suggestion advanced by Mr. Glen. I have in mind the fact that we should very soon direct our inquiry to the stage where we have to prepare a report, and in this report we will be dealing with matters of policy rather than details of specific cases. No specific charges have been levelled against individuals in the departments or against the commission. We are dealing with the operation of the Act in its general application. If you will permit me, Mr. Chairman, I have in mind the experience I had when dealing with the affairs of the ex-service men. Some members who are present know there was very great pressure during the proceedings of the committee to deal with individual cases, with complaints leading into extensive complications. The work of the committee was lightened by allowing certain members of the committee to act as a special subcommittee to examine details. Mr. Thorson, for instance, summarized a number of briefs on behalf of organizations dealing with one specific problem, and thereby saving a great deal of the time of the committee. On another occasion Mr. Green did that for another organization. When the evidence was finally dealt with by the committee it was presented in such a way as to bring clearly into view the principle involved in its application. We had both sides of the argument very succinctly summarized. If we should adopt some such procedure here I would be very glad. Some members of the committee have specialized

[Mr. C. H. Bland.]

in certain aspects of this problem, and I should be very glad to have them make an examination of these files and study them, and give the committee the benefit of their research in summarized form. In that way I think we would make greater progress.

Mr. McNIVEN: I should like to concur in the suggestion made by Mr. Glen, and if it were carried out to its logical conclusion, if hon. members in their examination of files would abstract the principle that governs or underlies the facts, those particular facts could be submitted to the committee. Mr. Bland would be constantly in attendance on the committee. The application of these facts could then be discovered, whether by way of general application or whether it was an exception, and if it was an exception, what was the reason for the exception.

As Mr. MacNeil mentioned a moment ago, we will soon have to make progress to the point where we will be in a position to make a report to the House of Commons, which will be along general lines of policy, and we have to make progress towards an understanding of the general picture, rather than the continued examination of files and details.

The CHAIRMAN: Does anybody else wish to say anything?

By the Chairman:

Q. Mr. Bland, I will ask you two questions.—A. Yes, sir.

Q. Does the commission abide by the rulings of the Department of Justice? —A. Yes, sir.

Q. Will you please tell the committee if, during last year, Mr. Plaxton was the one who drafted these rulings, as a rule?—A. I think in the great majority of cases the answer is yes.

The CHAIRMAN: Now, in answer to what has been said, the principle lies on fact, and facts do not lie. It is impossible to study geography without any maps, and botany without flowers, and mineralogy without ore. The civil service question is a very vast one, I may tell you, gentlemen. I have no intention of producing any other files; but I wanted to show you what had happened in these two similar cases, Sussex and Beauceville east; that is all. I am through with that. I know that some members have a lot of files from the Civil Service Commission, and they have got to get information from them. I may say I am very sympathetic to the present commission, but I feel that it is pretty hard for them to have to abide by the rulings of one man who is outside the commission and who is a mighty power with regard to the interpretation of the Act. We are here, gentlemen, to report on the operation of the Civil Service Act. I will tell you more than that. I will tell you how I feel about it. At the present time the Civil Service Commission is not at all these three commissioners; it is the organization branch which receives directions from Charlie Plaxton on one side, the Department of Justice, and on the other side Ronson of the Treasury Board. You have to abide by the rulings of the Treasury Board, Mr. Bland?

The WITNESS: I do not know that I want to agree with your first statement, Mr. Chairman.

By the Chairman:

Q. You have to abide by them?—A. We have to abide by the rulings of the Treasury Board.

Q. And they are signed by Mr. Ronson?—A. For the secretary of the Board, who is the deputy minister of finance.

The CHAIRMAN: There you have the whole picture of the thing. People are under the impression that the three commissioners are all-powerful in the commission. That is not true, because the underneath work is done by the

organization branch of the Civil Service Commission, who get in touch with the chiefs of the branches in the various departments, and what they say is granted most of the time, and the commissioners have to abide, as I have said, by the rulings given by two individuals who are under the Civil Service Commission, and the public must know that. I hope the press will carry my remarks throughout the country. It is not fair for the three commissioners to be in that position. I have no secrets from you. I speak openly to you. I can tell you more than that. I can tell you that this investigation is not being conducted on a politically-biased basis; it is being conducted on a non-political basis. A man will not escape censure merely because he is the brother of any member.

Mr. McNIVEN: Mr. Chairman, you mentioned there the name of Mr. Plaxton, whom I happen to know personally.

The CHAIRMAN: And I esteem him.

Mr. McNIVEN: He is regarded as a very eminent lawyer.

The CHAIRMAN: He may be. I am not discussing that.

Mr. McNIVEN: I was wondering who was actually giving the opinions to the Civil Service Commission during Mr. Plaxton's long absences. For example, Mr. Plaxton was chief counsel for the preparation of the Labrador brief, which is a monumental affair; then during the time of the Imperial Conference, the Ottawa agreements, Mr. Plaxton was adviser; and then during the seven references to the Supreme Court of Canada Mr. Plaxton was continuously engaged. So there must be somebody else in the Department of Justice, other than Mr. Plaxton, who is responsible for these opinions that are given.

The WITNESS: May I answer that?

The CHAIRMAN: Yes, please do.

The WITNESS: When I answered the Chairman's question, Mr. McNiven, I tried to give the impression that in the usual cases, in the majority of cases, Mr. Plaxton was the official of the Department of Justice who dealt with civil service matters referred to that department. When he is absent on other cases, it is obvious that he cannot give a decision, and in such cases the matter is referred to one of the other advisory counsel in the department. Mr. Plaxton, however, I think it is only fair to say, has been the advisory counsel most closely associated with these decisions on civil service interpretations. In fairness to Mr. Plaxton and Mr. Ronson, I would like to make this statement: the commission is bound by the rulings of the Department of Justice and by the rulings of the Treasury Board, I think obviously; but the rulings of the Department of Justice concern only questions of interpretation of law that are submitted to that department, and the rulings of the Treasury Board incorporate the decisions of the Treasury Board—not Mr. Ronson's decision but the decision of the Treasury Board—which are binding, after all, not only upon the commission but upon all the departments of government. They deal with financial matters. To that degree only: it is my feeling that the commission is bound by the Department of Justice and by the Treasury Board.

Mr. GLEN: Mr. Chairman, we have just had an illustration of what does happen in the committee. In the first instance, when I was speaking with regard to the files, question, I wished that only to be discussed. Now we have generalized and we have gone on to what are the actual workings out of the department. That is what will happen in all the meetings of the committee. The suggestion I wish to make is merely this, that anyone who has a file, or the principle involved in that file, he wishes to bring before the committee, must first submit it to the sub-committee; and the sub-committee, going over it with the assistance of Mr. Bland and the other commissioners, shall then prepare a summary to come back into the general committee to be discussed. As an

[Mr. C. H. Bland.]

illustration, the point you raised with regard to the administration from the Department of Justice and from the Treasury Board is a matter that could quite well be discussed in that subcommittee, which could make a report giving the principle upon which these rulings are made and bring it back to the main committee; and they, in their wisdom, could then give directions as to how it should be conducted in the future. To bring the matter to a focus, really, on the matter I first discussed, I would move that any member who has a file which he wishes to bring in to this committee, shall first submit it to the steering committee; and that he, the member, shall make a summary of what is involved in that file, to save the work of the subcommittee, as along the lines suggested by Mr. McNiven, and that this subcommittee might prepare a summary to submit to the general committee for discussion.

Mr. McNIVEN: I second that.

Hon. Mr. STEWART: The position of the decisions of the Department of Justice and of the Treasury Board is well known in the administration of all the departments. They do not apply to the Civil Service Commission in a different way than that in which they apply to all the other departments. I do know, as a matter of administration, that it is a common practice for a department to get an opinion of the Department of Justice on any point upon which they wish an interpretation of the law, even though they may have their own departmental solicitors. The decision of the Treasury Board is one of universal application to all the departments with regard to any financial matters. To suggest that the Department of Justice and the Treasury Board is occupying a different position with respect to the civil service or interjecting a condition, as it were, in the administration of the civil service is, I think, a misapprehension; and I do not think it is the desire to convey any such impression. Their relation towards the civil service as I understand it, is just the same as it is towards any other department. When they are asked for advice in the Department of Justice they give it, of course; and the authority of the Treasury Board is far-reaching in connection with money matters in all the departments.

The CHAIRMAN: I thank you, Mr. Stewart. I want to make clear to you gentlemen that I do not want to cast any slur on anybody. But what I myself find most extraordinary is that one man, who is not the Minister of Justice, gives to the Civil Service Commission what is considered to be the true interpretation of the Civil Service Act. I find that very dangerous; and it seems to me, as I have said before, that the Minister of Justice should sign the rulings that are forwarded to the Civil Service Commission, to ensure that they are drafted with the utmost care; and the same thing should apply to all the departments. Mr. Stewart, is a former minister of the Crown, and I appreciate what he has said with regard to the Treasury Board. But, nevertheless, I have been told that the rulings of the Treasury Board are quite as bulky as the books containing the minutes of the Civil Service Commission which took so much space on the table the other day.

Mr. TOMLINSON: Mr. Chairman, I should like to interject something in connection with this argument about the Minister of Justice or the Department of Justice rulings. I might say that on a statute it is almost impossible for you to obtain any time lawyers who will construe it in exactly the same way. Naturally, the commission must have somebody to whom they can go to obtain a ruling where the statute is not clear; and I am sure we do not pretend to be able to make statutes absolutely perfect in every manner. I have always felt that Mr. Plaxton himself gave very remarkable and outstanding decisions. I might say in civil service matters probably it is more difficult to meet every little technicality that might arise on appointments. With regard to the Treasury Board—naturally we have to have a brake on the spending of our money in

Canada by any commission, any committee or any department. Therefore there is no body that I know of better suited to apply that brake or that check than the Treasury Board itself. However, I believe we have a motion before us.

Mr. GOLDING: Mr. Chairman, it comes to me as quite a surprise that, after all these years the Civil Service Commission has been operating and having to deal with cases similar to this—I suppose year after year and year after year—they do not as yet know definitely what they should do and what they should not do. Even just of late years we find these rulings. I have said before that I am strongly in favour of the Civil Service Commission and in favour of the merit system prevailing in this country, and I want to see it operate effectively. If it is not operating effectively and if there is—and there is—a suspicion that the merit system is not always applied, then I think this committee should definitely, as far as possible, clear the situation up. I quite agree with the other speakers, that it would be just a waste of time here if we had to go over all the files; but there are certain principles at stake in connection with which we ought to know the situation that exists. I think that is one job that the committee ought to try to clear up; and then should go on and deal with the suggestions, and try to make the thing more effective, make it a system that will have the confidence of every member of the House, the confidence of every member of the civil service itself, and the confidence of the people of the country. I have been surprised to know that, even at this late date, there is such a difference of opinion in regard to the rulings in connection with the administration of this Act. While I am all in sympathy with Mr. Glen's idea, I can see that there are things that will have to be cleaned up if this committee is going to accomplish what it set out to do.

Mr. BOULANGER: Mr. Chairman, may I put a question to Mr. Bland just at this point?

The CHAIRMAN: Yes.

By Mr. Boulanger:

Q. Have you no legal adviser in the commission itself to advise you on the interpretation of legal points in the application of the Act?—A. We have no departmental solicitor in our department.

Q. Would it be useful to you to have one?—A. Well, in answer to that, I will fall back on what Hon. Mr. Stewart has said.

Q. I will recommend it.—A. If you care to, I think it is fine. But as Mr. Stewart has said, even where departments have departmental solicitors, I think it is a common practice to refer matters, nonetheless and notwithstanding, to the Department of Justice.

Q. If you had a solicitor in the commission itself, you would not have to go to the Department of Justice on every little difficulty?—A. Well, probably it might help to diminish the number.

Q. With regard to the interpretation of the Act?—A. It might diminish the number of cases; but I think there would still be certain cases that would have to go to the department.

Q. Certainly; but could your solicitor not prepare a submission to be made to the department in the big cases—the important matters?—A. That would be possible, yes.

The CHAIRMAN: Provided that the commission had uniform rules.

Mr. GLEN: Mr. Chairman, there is just one thing I would like to bring before the committee now, and that is that we have a motion which is not dealing with any of the things we are now speaking about. I am asking that the motion should be put now.

The CHAIRMAN: Is it your pleasure, gentlemen?

Some Hon. MEMBERS: Question.

[Mr. C. H. Bland.]

The CHAIRMAN: Read the motion, Mr. Clerk.

The CLERK: Mr. Glen moves that any member who has a file to submit to the committee shall first submit that file to the subcommittee for analysis and report back to the committee.

Mr. GLEN: And that he, the member, shall summarize for the subcommittee the conclusions on the facts in the file,—because we do not want to force the subcommittee to go through them all.

The CLERK: For analysis and report.

Mr. TOMLINSON: Analysis of the file.

The CLERK: Analysis and report.

Mr. TOMLINSON: Of the principles involved.

The CHAIRMAN: Before the question is put, I will ask one question of Mr. Glen. Does it mean that no member can ask any questions based on any document which is in the file before submitting it to the subcommittee? That would be going pretty far.

Mr. GLEN: I would take it this way; where a member has, as Mr. Tomlinson has already mentioned, a principle involved in a file in which he is interested, before asking questions here he should first of all submit it to the subcommittee; because, as he pointed out, there are names mentioned in the file that he would not wish to bring out before the general committee where it is open to the public, because reflections might unjustifiably be directed towards an individual in the file or some mention of the name in the file might create a suspicion that something was not correct. I would suggest that the motion should be to this effect, that anyone who has a file which he wishes to bring to the committee should first of all submit it to the subcommittee, with a summary or precis of that file, or the principle involved; and that they, the subcommittee, should then consider and make a report back to the general committee, in which all questions can then be asked that the member desires to ask.

The CHAIRMAN: I will give you an example: For instance, the files of the Civil Service Commission are here. Suppose we take the organization branch. Suppose we want to know the qualifications of each man in the organization branch. They are on the file. Will it be necessary for a member of the committee to submit each file to the subcommittee in order that he can ask Mr. Bland to read the qualifications of each member?

Mr. GLEN: No, no.

Mr. TOMLINSON: That is not the idea.

The CHAIRMAN: It would be absurd. It would tie every member, and it would be impossible to ask any questions.

Mr. FOURNIER: Mr. Chairman, I am ready to concur in that motion, but this is the position: If there are some facts that I know of, and one of the commissioners is here, I want to be at liberty to put any question concerning the facts that have come to my knowledge without going back to the steering committee.

The CHAIRMAN: Yes. For instance, the other day the name of Mr. Sharman of the pensions department was brought in, and I was told that he would like to come before the committee to give some explanation. Of course, the file will be here and questions would be put to him from the file.

Mr. FOURNIER: Quite.

The CHAIRMAN: I do not see what use there is in submitting a file to the subcommittee in order to ask questions of Mr. Sharman when he comes in as a witness.

Mr. TOMLINSON: There is another difficulty, Mr. Chairman. There was a case that was thoroughly discussed here and it was never finished. Mr. Sharman should have been allowed to come here and place his evidence on file immediately afterwards.

The CHAIRMAN: Yes.

Mr. TOMLINSON: In all fairness to him.

The CHAIRMAN: Yes.

Mr. TOMLINSON: I am just suggesting that. Instead of that we are wandering off to something else and he is forgotten.

The WITNESS: May I interject for a minute?

Mr. FOURNIER: I beg your pardon. I had not forgotten about this file. I put questions to Mr. Bland asking for the qualifications of Mr. Sharman himself when he was appointed. That was one question. The second question was: Was somebody appointed to the position of assistant and is the man that was temporarily appointed still there? I have not received answers. The moment I get them, I want to see Mr. Sharman here and be fair to him.

The WITNESS: The first thing I wanted to say when I got a chance to make a statement this morning was to answer the very question Mr. Fournier has brought up.

Mr. DEACHMAN: We have a motion.

The WITNESS: And I might say that Colonel Sharman is here this morning.

Mr. MACINNIS: It is only a word that I want to say, Mr. Chairman, and I want to say it so that we can get on. The purpose of Mr. Glen's motion was not to muzzle the committee but in order to expedite the work of the committee.

Mr. GLEN: Surely.

Mr. MACINNIS: We will deal with every question as it arises.

The CHAIRMAN: That is all right.

Mr. MULOCK: Could we have that motion and let us get it out of the way, one way or the other?

The CHAIRMAN: Will you please show it to me, Mr. Clerk? What do you think of this motion, gentlemen—Mr. Glen moves that any member who has a whole file to submit to the committee shall first submit it to the subcommittee for analysis and report back to the committee. Is that satisfactory to you, gentlemen?

Mr. GLEN: Yes.

Mr. MACINNIS: It should be amended to read: "will first submit an analysis of the file to the subcommittee."

Mr. GLEN: Should submit file and analysis.

Mr. MACINNIS: Yes, that is right.

The CHAIRMAN: I will read it to you: "Mr. Glen moves that any member who has a whole file to submit to the committee shall first submit it to the subcommittee with a summary or precis of the principles involved, for analysis and report back to the committee."

Some Hon. MEMBERS: Carried.

The CHAIRMAN: Before we continue with the evidence, I will bring your attention to the fact, gentlemen, in regard to report No. 9, that some excerpts from the book which I have before me on out-of-turn appointments and eligibility have been published. It is an appendix to report No. 9. In order to save time, would you have any objection to having published as an appendix to this report some short summaries of rulings regarding age limits for appointments, the dates of appointments, grain staff, appointment in order of merit,

[Mr. C. H. Bland.]

locality preference for appointment, locality selection for appointment, miscellaneous appointments, post office clerks, appointments section 22, 33, 34, 35 and 40; appointments subject to physical fitness, temporary appointments and vocational training. It will give you an opportunity to read it.

Mr. MULOCK: Mr. Chairman, the last thing I think we did yesterday at the end of the meeting was to pass a resolution deciding that Mr. Lacroix, the member from Beauce, should have an opportunity of asking questions in regard to the Beauceville file this morning. May I suggest that he be allowed to ask those questions, so that we can clean up that file and complete that matter before we proceed with something else.

Mr. FOURNIER: It is very short.

The CHAIRMAN: Exactly. You agree to that, gentlemen?

Some Hon. MEMBERS: Yes.

The CHAIRMAN: And to my suggestion?

Some Hon. MEMBERS: Carried.

Mr. TOMLINSON: Was the motion carried—the motion of Mr. Glen?

The CHAIRMAN: Mr. Glen's motion was carried. Now I submit to you the publication of some excerpts from the rulings of the commission, to be published as an appendix to the report of this sitting.

Mr. GREEN: In that connection, are there any rulings either of the Department of Justice or of the Treasury Board that seriously interfere with the working of the Civil Service Act? If there are, I think they should be brought to our attention in some way or other, so that we can remedy the situation.

The CHAIRMAN: Yes; but Mr. Green, the rulings of the Department of Justice make a very bulky book. I am going to go through them during the Easter recess and I will report to the committee in due course.

Mr. GREEN: Perhaps Mr. Bland could tell us after the recess just what rulings are handicapping the Civil Service Commission in carrying out the Act.

The CHAIRMAN: Mr. Bland, will you please take a note of that? Now, gentlemen, are you in favour of publishing this?

Mr. MACINNIS: How much printed matter is involved?

The CHAIRMAN: It is about fifteen or twenty pages.

Mr. MACINNIS: I move it.

(Carried.)

The CHAIRMAN: Then is it your pleasure that Mr. Lacroix ask a few questions on the Beauceville-East case?

(Carried.)

By Mr. Lacroix:

Q. Mr. Bland, have you any knowledge of a letter written by Mr. Foran to Mr. Sullivan under date of December 29, 1936?—A. Could you give me the contents of the letter that I might identify it?

Q. Yes; it is telling Mr. Sullivan to reopen the situation of postmaster at Beauceville, and is dated December 29, 1936.—A. Yes. I have here a letter from Mr. Foran to Mr. Sullivan of that date.

Q. Will you please read the letter?—A. Yes, sir. This is a letter from Mr. William Foran, secretary of the Civil Service Commission, to Mr. John A. Sullivan, deputy-postmaster-general, dated December 29, 1936. It reads as follows:—

DEAR SIR,—With reference to your letter of November 26 in connection with the position of postmaster at Beauceville-East, P.Q., the commission has approved of this position being re-advertised and steps will be taken immediately to issue the notices.

I have, however, been instructed to call the attention of the department to the fact that the appointment of the person selected by the commission in the last competition was not put into effect by the department, and it is hoped that there will not be a repetition of this action in the forthcoming competition.

Yours truly,

Secretary.

Q. Mr. Bland, do you not stand by this letter, wherein the commission has agreed to reopen and advertise the position of postmaster at Beauceville-East?—A. Yes.

Q. Was the reopening of the position for all the public or for a few?—A. For the patrons of the office, Mr. Lacroix.

Q. By my question I mean to ask whether the commission, when opening and advertising the position, had only in mind the reappointment of a certain man to the position?—A. Certainly not.

Q. What is the date of the notice of vacancy in connection with the position, and what is the date that was mentioned on the said notice?—A. The position was advertised under date of February 4, 1937; the time limit being February 17, 1937.

By Mr. Boulanger:

Q. When was that notice posted in Beauceville?—A. I will have to get the certified notice for that. If you will excuse me for a moment, Mr. Lacroix.

Mr. LACROIX: That is all right.

The WITNESS: The notice was sent to the district superintendent of postal services, asking him to display it, on February 5, 1937.

By Mr. Lacroix:

Q. Does this mean, Mr. Bland, that the applicant had to make application before December 17?—A. That was the date specified in the notice, yes.

Q. On what date, Mr. Bland, was the examination held for such position?—A. The examination was held on the 22nd of October.

Q. Did Mr. Josephat Poulin pass the examination on that date?—A. Yes.

Q. On what date did Mr. Josephat Poulin file his application for the position in 1937?—A. There appear to be two applications from Mr. Poulin on file. One—

Q. Not signed?—A. This is what is on file, Mr. Lacroix. I can only tell you what is here. One is a statement that Josephat Poulin, Beauceville, P.Q., inscrire au concours maitre de poste.

Q. That is not the one. That is not the application.

Mr. MULOCK: It is Josephat.

The WITNESS: That is Josephat.

By Hon. Mr. Stewart:

Q. What is the date?—A. I am trying to find it.

By Mr. Lacroix:

Q. November 8, 1937?—A. No. You are referring to the second application, Mr. Lacroix. There are two applications here, one originally inscribed apparently—I cannot find the date on it, but it appears to be—there is a typewritten date of February 24, 1937; that was completed at a later date.

[Mr. C. H. Bland.]

By Mr. Mulock:

Q. That is not filled in at all?—A. No.

Q. That is blank?—A. It is blank; has been filled in pencil.

By Mr. Lacroix:

Q. Is the blank not signed by Mr. Poulin?—A. No, it does not appear to be.

Q. There are no particulars on the first one; and the real application was on November 8, 1937?—A. The final application appears to be filled in on the 8th of November, 1937.

Q. What was the date of birth of Mr. Poulin mentioned on the application?—A. His date of birth is given as 29th of September, 1873.

By Mr. Fournier:

Q. That is dated after the competition.—A. After the examination. That is the completed application form.

Q. The application was made after the competition was held?—A. No, before the competition was held, and this is the completed form. He, apparently, completed it at that time.

By Mr. Lacroix (Beauce):

Q. The first application was not signed?—A. That is something I cannot tell you from this file. I do not know who inscribed this at all. It is written in shorthand.

Q. Was his first application in handwriting or typewritten?—A. It was typewritten.

Q. And was the last one in the handwriting of Mr. Poulin?—A. I presume it is his handwriting.

Q. And the last one was the 8th of November, 1937?—A. Yes.

Q. And the examination occurred in 1937?—A. That is correct.

Q. And the application was after the examination?—A. The final application was. The first one appears to be before it.

By the Chairman:

Q. The first application was on the department's form?—A. Yes.

Q. But not signed?—A. Quite.

By Mr. Mulock:

Q. On that first application would you just read exactly what appears on there and what particulars regarding Mr. Poulin are given on it?—A. I wish I could, but it is in shorthand and I cannot. The form is headed Formule d'Inscription. Postmaster, Beauceville, Quebec, February 24, 1937; competition, 25960; written and form sent November 5, 1937: Name, Josaphat A. Poulin, address, Beauceville, P.Q. And on the side there is a note, "This candidate has been requested to complete the necessary application. In the meantime for any particulars concerning applicant see previous competition."

Q. What is the date of that note?—A. There is no date on that note.

Q. Who signed the note?—A. It is checked by J.B. who would be one of the clerks in the French examination section. I do not know who.

Q. In the Civil Service Commission?—A. Yes, sir.

By Mr. Tomlinson:

Q. You do not know what J.B. stands for?—A. No, I do not.

The CHAIRMAN: Look at the chart and see.

The WITNESS: I can make a guess. I will not be sure.

By Mr. Tomlinson:

Q. Was there a question as to whether the original unsigned application was only filed in November?—A. No, I think it was filed in November. There is no question about that.

By Mr. Lacroix (Beauce):

Q. Is it not a fact that the commission advertising the situation at Beauceville had in mind only to blind the people of the point of Mr. Poulin, postmaster?—A. I can answer that personally. Emphatically no. That is my personal answer.

Q. What is the date of the certificate of the appointment of Mr. Poulin?—A. December 18, 1937.

Q. Does that date compare with Mr. Poulin's age at 64 years 3 months?—A. There is no reference made to his age on that certificate at all.

Q. Thank you.

By the Chairman:

Q. Mr. Bland, here are a couple of questions. I want to have it made clear as to the time set for receiving applications?—A. Yes, sir.

Q. When was that time?—A. February 17, 1937.

Q. That was the expiration of the time to receive applications?—A. Yes.

Q. And at the time was there any application signed by Mr. Poulin received by the commission?—A. It is not on file if there was.

Q. I asked you if there is anything on file which shows he filed his application within that time?—A. No sir, there is not.

Q. And the first and only application signed by him is dated November 8th and sworn?—A. That is the only one that is on file, yes.

Q. About the time of the examination?—A. Yes.

Q. Therefore, the first application bearing his name was received several months after the time for receiving applications was closed?—A. Yes, sir, that is true, if that is the first one. That is the first one the file shows. I would have to make enquiries about what that is based on. I do not know.

Q. You had an opportunity to go over the file last night, had you not?—A. Yes, sir.

Q. I pointed that fact out to you?—A. Yes, sir.

Q. And I wanted to have some information about that. According to your investigation Poulin's application came on November 8th, when the time limit for receiving applications was February 17th?—A. That is what the file shows, yes.

Q. Now, Mr. Bland, before the end of the year 1937 was there any eligible list made by the commission in this case?—A. Only when the appointment was approved a certificate was issued on December 18th.

Q. On December 18, 1937?—A. Yes, sir.

Q. That was the first time an eligible list was made since 1930 by the commission?—A. 1932, was it not?

Q. The first notices were in 1930.—A. Yes, I think the eligible list was not established until 1932.

Q. There was no eligible list from the commission until December 1937.—A. Yes, that is right, sir.

Mr. LACROIX (Beauce): I thank you very much Mr. Bland and I also thank the gentlemen of the committee.

The CHAIRMAN: You are welcome, Mr. Lacroix.

Mr. MULOCK: May I suggest that Mr. Bland make enquiries as to whom J.B. is?

[Mr. C. H. Bland.]

By the Chairman:

Q. Mr. Bland, can you answer that question?—A. Not from the chart, no, sir. I will make enquiries.

Mr. MULOCK: I will be glad to get some more information.

The WITNESS: I would like to give it to you.

By the Chairman:

Q. Therefore, the first application of Mr. Poulin may have been forwarded to the commission by somebody else than Mr. Poulin?—A. That is a possibility, sir.

Q. And it is even presumable, sir?—A. I am not presuming anything until I can find out more.

By Mr. Tomlinson:

Q. Is there any chance of his application having been filed with the department at all?—A. There is a possibility of that too.

Q. And not filed with the commission?—A. I would think it would have been filed somewhere, or else his name would not have been on the competition.

By the Chairman:

Q. And the candidates who filed their applications with the Post Office Department were never examined in 1930—were never examined by the commission before 1937 or the end of 1937?—A. I do not think that is correct, sir. The candidates who filed their applications in 1930 were examined—I will give you the exact date—were examined on—I have here a report from the Post Office Department dated August 1, 1931.

By Mr. Fournier:

Q. That is from the department, not from the commission?—A. They were examined only by an officer of the department not by the commission.

By the Chairman:

Q. The commission never examined them until the second examination in 1937 took place?—A. Not except as through this particular officer of the department. There was no examination by the commission's staff in the examination of 1931.

Q. And, therefore, the commission had to rely on the ratings of the Post Office Department?—A. At that time.

Q. At that time.—A. That is correct, sir.

Q. And the Post Office Department ratings lasted from 1930 to 1937?—A. Well, I would like to make a little explanation. The commission issued its certificates, as I recall the case—I will have to check the figures—either in 1931 or 1932. As you read yesterday, Mr. Chairman, those certificates or those appointments were rejected by the department and subsequent to the rejection of those appointees no action was taken by the commission or department except to continue Mr. Bolduc until the matter came up again in 1937.

By Mr. Fournier:

Q. Without certificates from the commission?—A. Yes.

Q. He has been on that job for over five years without certificates?—A. Yes.

Q. What happens when you people appoint a man and the department does not give him the job? This is what takes place here?—A. Yes, that is what takes place here.

Q. The department did not give him the job but they held on to this man Bolduc?—A. Quite true.

Q. That does not seem to be good management.—A. I do not think it is.

By Mr. Tomlinson:

Q. You have several cases of that, have you not?—A. Yes, I have a number of cases of a similar nature. May I finish my reply to Mr. Fournier? This is one of the type of cases, Mr. Fournier, where we would be glad if the committee could help us to get an effective solution. In cases of rural postmasters—that is revenue postmasters—by law a certificate by the commission is required, but by practice it is not required because of the fact that the salaries of these rural postmasters are not paid on a pre-audit payroll; they are paid by deduction from the revenues of the post office. And consequently the administration of that salary lies in the hands of the Post Office Department. If they desire to continue a man despite the fact that he has no certificate from the commission they can do so because they are the sole holders of the purse.

By Mr. Fournier:

Q. They receive the revenues and calculate the amount due to the postmaster?—A. They send that man a warrant to deduct a certain amount.

Q. We cannot say that those postmasters are under the merit system can we?—A. I would hesitate to say so myself.

By Mr. Belanger:

Q. Did I understand you to say that the applicants in 1931 were rated by the Post Office Department only?—A. Yes, that is correct.

Q. And then you appointed the man who had been rated first by the department?—A. No, sir, we appointed the man rated second by the department because we disqualified the first man as a non-patron of the office.

Q. You appointed the second man and the second man was rejected although he was rated by the department?—A. Rejected.

By Mr. Fournier:

Q. There is nothing on the file to show that the second man was rejected.—A. I think he was, nevertheless. I think the fact is that he was.

By Mr. Belanger:

Q. He did not get the job?—A. This is a sore point and not a pleasant situation to have continuing. I think if rural post offices are going to continue under the jurisdiction of the Civil Service Commission—in other words, if the commission is to make these appointments of rural postmasters, some means should be found to provide whereby persons who are not appointed by competition and who are not certified by the commission should not be continued in those offices. Either they should be under the Act or out of the Act. If they are under the Act they should not be continued and employed without a certificate.

By Mr. Tomlinson:

Q. That is one place where you are having a great deal of difficulty?—A. I hesitate to use the words "great deal" or "very great deal" because there are thousands of cases and the post office constitutes a certain percentage, but there are a number of cases in local post offices where postmasters are continued without a certificate from the commission.

[Mr. C. H. Bland.]

By Mr. MacInnis:

Q. What percentage of the total would that be?—A. I do not think I can give you a percentage. I can give you very easily a brief list of the number of cases that I have in mind.

By Mr. Belanger:

Q. How long does it take for the commission on the average to make an appointment in the outside service—that is from the time you receive the requisition from the department until the time the successful candidate is installed in the glory of a civil servant of the people of Canada?—A. I think in a case of this kind, Mr. Belanger, a rural post office, it would, I think, probably be about two months.

Q. From the time the requisition is made until the permanent appointment is made?—A. Until the man is appointed by the commission. I do not say he is always installed in office.

By Mr. Tomlinson:

Q. Will you tell me the name of the examiner on this last competition?—A. In 1937, Beauceville, Mr. Gosselin and Inspector Beauchamp of the Post Office Department.

Q. Have you made representation from your own commission?—A. Yes, in this particular case, but not in 1931.

Hon. Mr. STEWART: Mr. Chairman, it seems to me that this just suggests the direction in which this committee may be of some service to the Civil Service Commission and the Post Office Department and any other department where similar difficulties occur. I think we could easily remedy the situation by providing that in cases of this kind the Post Office Department should not be authorized to pay the man installed in office if he has been put there without the approval of the Civil Service Commission; or we might suggest that in the case of a deadlock of this kind a board be set up to finally determine the matter. It is not in the public interest that these things should be allowed to run along for years and years as this has, and there must be some remedy found for it. It is not a new condition. This is not an exceptional case. I do not want to dig up old things or to deal with things which are too far in the past, but it suggests an illustration of what was found in the Post Office Department many years ago. There were several cases of this type. They did not run as long as this one, but there was the same deadlock between the commission and the postmaster general who refused to install in office a man appointed by the commission. Those appointments were held up month after month, perhaps a year or two. Correspondence went backward and forward and there was no solution. Now, it seems to me that there is a point where this committee must recommend that something be done either in the way of restricting the authority of the Post Office Department to pay a man, temporarily installed, after an appointment has been made by the commission. In cases where the payment has to be made by the auditor general the matter is easy because the auditor general will not pay under the circumstances. As I said before, this is nothing new; this is not an exception; I could give offhand from my recollection several cases of the same kind many years ago.

Mr. BELANGER: Mr. Chairman, in line with the remarks made by Mr. Stewart, I would offer another solution which would be to take the outside service out of the jurisdiction of the Civil Service Commission. We have a case in that Beauceville post office where the matter has been hanging fire for years and years and no solution has been arrived at as yet; and Mr. Bland has said that in ordinary cases—not exceptional cases—but in ordinary

cases it takes at least two months for the commission to appoint a man in the outside service. I can do it and any member of parliament can appoint a postmaster inside of two hours. We can make just as good appointments as the commission.

The WITNESS: Mr. Chairman, may I make one answer to that. I did not say with the outside service it would take at least two months; I said in cases of this kind, rural postmasterships, would take about two months. In the great majority it does not take anything like two months; it would not take two months in this case if some of the difficulties about which we are speaking were eliminated.

By Mr. Fournier:

Q. The trouble exists in the Act, just as Mr. Stewart stated. Do I understand that the outside service was brought under the operation of this Act in 1918?—A. Quite.

Q. That is where the trouble started?—A. That is the time it started.

Q. It started at that time, why? Because the different departments would not acknowledge, in fact, the jurisdiction of the commission over their outside employees. That is where the trouble started. After twenty years we are back in 1918 where they imposed this principle that the departments should come under the jurisdiction of the commission as to the appointments and promotions of the outside service, and you have had trouble. This is not the only file, as you know.—A. Quite.

Q. After twenty years' experience we are asking ourselves if those who preceded us were right to bring the whole service under the jurisdiction of the Commission? If the fact is that it cannot be made effective we are losing time. This fact was brought out, which shows that the commission cannot compel the Postmaster General or the department to appoint their choice, and they get around it by paying their man without your certificate.—A. May I say just one word with reference to that? I very much hesitate to be interrupting in this way, but I know the committee wants to get the facts. I am trying to give the facts as well as I can. In the first place I should like to make it clear this situation is not a situation that is peculiar in any one time or district. It has been continuing for a good many years. In the second place I should like to make it clear, in a great majority of the outside service positions this difficulty does not arise. It does not arise in postal clerks, customs officers, or in connection with rural revenue postmasterships. It arose only in a minority of the cases. There are hundreds of cases put through where the result is entirely satisfactory to the department, to the commission and to the people. There are some cases, I know—

Q. That is because you have taken the advice of the Post Office Department?—A. Not now, Mr. Fournier, we do not.

By the Chairman:

Q. You cannot agree if you do not meet each other.—A. Let me just explain what I mean, if Mr. MacInnis will pardon me. A good deal of the difficulty, I think, Mr. Fournier, arose in the earlier years because of the fact—in fact until fairly recent years—we had to depend upon departmental officials to give rulings and ratings. I think in a good many cases these rulings and ratings were not as effective and not as good as we could hope to have them. But in late years we have been sending our own examiners on this work, and the results have been decidedly better.

[Mr. C. H. Bland.]

Mr. MACINNIS: Mr. Chairman, as a member of the committee on the Civil Service Act of 1932, I may say that we had this thing threshed over and found a similar condition. I do not agree at all with Mr. Boulanger that the solution is to take the outside service from under the Civil Service Commission. He says he could make an appointment in two hours—

Mr. BOULANGER: And it would not cost the country a cent.

Mr. MACINNIS: He may, I have no doubt, make an appointment within two hours; but there might be a great many people that would not be satisfied with the appointment.

Mr. BOULANGER: They are no more satisfied with the appointments of the commission.

Mr. MACINNIS: I could make an appointment in two hours, but possibly a great many other people would not be satisfied with the appointment. These people are taken from under the Civil Service Act in order to give greater satisfaction. In my opinion, to take them from under the Civil Service Act would be a retrograde step. The difficulty is a hang-over from the patronage system, where the post office officials want to hang on to the patronage which they had in the past. They do not want to give it up. We will have to make them give it up. I would suggest that Mr. Bland, having more knowledge of the service and what is required than the committee can have, make a recommendation as to the amendment required to cover the point.

The WITNESS: Mr. Chairman, I was going to try to do that after Mr. Stewart had spoken. Again I apologize for interrupting so frequently. When Mr. Stewart spoke of this matter he did it because he had intimate knowledge of it. It has come up in many committees in the past, and been discussed in the House. The only solution that I can suggest, if you want to prevent a man being carried on year after year without the commission's certificate and on the say-so of the department, is to put control on the paying authority. I do not think it is any good to do anything else. After all, the thing that holds and perhaps controls this particular position or any positions of this kind, and the only way in which I think you can control it, if you want to control it, is to pre-audit the payment of revenue postmasters.

By The Chairman:

Q. Now, Mr. Bland, is it not a fact that the commission has written several times to the Auditor General?—A. Yes.

Q. Specifically in regard to the case?—A. That is true.

Q. You put the thing before him?—A. That is true.

Q. There is no answer from the Auditor General?—A. We got no results from that, sir. Since that time we have also submitted the matter to the Treasury Board.

Q. The question that I put to you is this: is there on file any answer from the Auditor General to the letters written to him by the commission?—A. I do not think so, Mr. Chairman, no.

By Mr. Golding:

Q. We have now reached the point where there is a conflict between the department and the commission. I want again to refer to the situation in Simcoe which arose many years ago. In that particular case, as I understood it, the inspector refused to O.K. the recommendation of the commission. He refused for this reason: that if this man who was a double amputation case was appointed to that position the Post Office Department would find themselves in this position: they would have to pay him his salary and in addition to that they would have to pay somebody to do the work. That was not a desirable

situation, and if that is correct, I would say the department was quite right—A. If that was correct, Mr. Golding, I would entirely agree with you. My recollection is not exactly that. I do not think the commission had attempted or would ever want to appoint a man who could not do the work. I should like to get that file for you.

Q. I should like to see it. I may say this: I talked to Mr. May, and we talked over—

The CHAIRMAN: Who is Mr. May?

Mr. GOLDING: The superintendent of the district.

The WITNESS: London.

Mr. GOLDING: He is the inspector and superintendent of the district. He is the man that refused to O.K. it.

The WITNESS: He is a good man too.

Mr. GOLDING: You could not get any better.

The WITNESS: He is a good man.

By Mr. Golding:

Q. Because he is absolutely reliable I think he was looking after the interests from the financial end of the post office when he refused to O.K. it. Now, there is a situation where there was a conflict of opinion between the commission and a department. I think the department was correct.—A. If the facts are as you stated it was correct, yes.

Q. After all, that is what must be kept in mind in the administration of all public affairs, the public end of it too.—A. Quite right.

Q. So that I do not know whether it is just wise for us to go on in this way. If we were sure that the commission's rulings were always right then you might say the department must not have anything to do about it; but in a case of that kind I would not want to take away from the department the right to say whether they were going to pay that man and pay an additional man to do the work or not.—A. I will tell you how you—

Mr. MACINNIS: The department would not have to keep him. He would be on a probationary period, the same as anybody else.

The CHAIRMAN: Will you please tell the committee if the then Postmaster General, the late Mr. Veniot, took the trouble to hold a mass meeting at Simcoe and explain the whole matter to the people who were interested in it?

Mr. GOLDING: Yes. You will recall the late Postmaster General, Mr. Veniot, was attacked by the press. He went right to Simcoe and he held a public meeting there and discussed the whole thing, and asked Mr. Whittaker who was the man that was rejected, to come there and state his case, and after that there was nothing further about it.

The WITNESS: Let me bring you the file.

Hon. Mr. STEWART: I do not want to review the facts of that case too much in detail; but as I recall it they are somewhat different from what Mr. Golding states them to be. I remember we had a very long controversy about it.

Mr. TOMLINSON: It was made a political issue; that is what happened.

The WITNESS: I did not introduce it, Mr. Tomlinson.

Hon. Mr. STEWART: You certainly did not; but that gentleman came down here to Ottawa and interviewed the Postmaster General and was told by the Postmaster General that he was all right, well qualified and fitted to discharge the duties, and told to go home and sell his business. I cannot think that the Civil Service Commission—

[Mr. C. H. Bland.]

Mr. TOMLINSON: I do not think it is fair to make a statement like that and have it go down on the record as to a conversation unless Mr. Stewart was present.

Hon. Mr. STEWART: It is all on the records of the House; it was sworn to.

Mr. TOMLINSON: I do not think that statement should be made without knowing how this conversation actually took place.

Mr. GREEN: To get away from—

Mr. FOURNIER: It is only to show how the system is lacking—

Mr. GREEN: May I ask Mr. Bland a question?

By Mr. Green:

Q. What amendment would have to be made to the Civil Service Act or any other act to bring about the condition you recommend to put some control on the paying authority in respect of revenue post offices?—A. I think that would end the trouble if the committee would be agreeable to have that kind of action taken.

The CHAIRMAN: Gentlemen, it is a very difficult question to ask Mr. Bland to suggest amendments to the committee. We are asking him to place facts before us, and after we have those facts we will draw our own conclusions.

Mr. DEACHMAN: I am not at the moment too particular about these facts, but I think he should lay his suggestion before us.

Mr. GREEN: I simply want to find out what Mr. Bland has in mind in order to put his suggestion into force. I know nothing about the method adopted. We may or may not approve of his suggestion, but I should like to hear the way in which he says it could be brought about.

The CHAIRMAN: Yes; but, Mr. Green, you are an experienced counsel and I give much weight to your opinions, as I do to other members of this committee. I hold you in very high regard. Therefore, do not ask too much from any witness other than the stating of facts very plainly. When we have the facts before us we shall draw our own conclusions and submit our report to the House.

Mr. DEACHMAN: Mr. Bland is, after all, an expert witness. Why should we not have his opinions?

The CHAIRMAN: That is not the parliamentary way at all. I have complained about it time and time again. We have representations. I am not in favour of representations; I want to know the facts, that is all, and afterwards what is expected from us is that we draw our own conclusions. We exercise our own good judgment on the facts that are laid before us. We give an unbiassed report to the House of Commons, and then the other members of the House of Commons have the right to discuss it.

Mr. DEACHMAN: Mr. Chairman, have you not an expert witness here? Is it wrong to ask him what in his judgment can be done?

The CHAIRMAN: Yes. Just a minute. We are the experts to weigh the facts.

Mr. GLEN: If Mr. Bland is willing to give an opinion in the light of his experience—we need not exactly accept it—but we will be glad to have it.

The WITNESS: Mr. Chairman, I will not give an opinion. Let me give you the facts; and first of all, Mr. Chairman, may I ask you to be clear, am I an expert witness or not?

The CHAIRMAN: No, you are just a plain witness and a very respected one.

The WITNESS: The facts of the situation as I see it are as follows: in the first place, let me say this—it is a fact—I have never suggested that the power of veto should be removed from the departments, nor would I suggest it. I think it is very desirable that a period of probation should be provided in the

Act as it is provided now; but to come to the facts of this particular kind of case, these revenue postmasters are paid by means of deductions from the revenues of the office, the instrument of payment being a letter called a "salary warrant" from the Post Office Department headquarters to the postmaster, and the only way in which that salary warrant can become ineffective, or held ineffective, is if it is audited before it is sent; and it seems to me that the procedure which is followed in other departments of the service, namely a pre-audit of the payroll, is the only means of effecting the same results in the appointments to these particular offices.

By Mr. Tomlinson:

Q. Then, Mr. Bland, will you just carry on. In 1932, I understand, they placed the outside service, the control of revenue post offices from \$400 to \$3,000 beyond the jurisdiction of the Civil Service Commission?—A. Yes.

Q. Will you explain to us why that was done at the time? What were the reasons given for it?—A. Well, the only way I can explain that, Mr. Tomlinson, is to produce the evidence of that particular committee.

Q. In short, can you give it to us?—A. As I recall it—

By Mr. Glen:

Q. Excuse me. With regard to the \$3,000 limit, which came up at a previous meeting, you told us that you expected to give an opinion on that?—A. I did.

Q. Are you in a position now to give an opinion to cover the point raised by Mr. Tomlinson?

By Mr. Tomlinson:

Q. No; I am asking him to give me an answer to my previous question.—A. If you do not mind, Mr. Chairman, I am doing my best to conserve my time, so I will get a chance to make that ten-minute statement you promised me yesterday. That is one thing I would like to do before 1 o'clock. As I recall it, there were eight or nine pages of evidence given in connection with the revenue post offices as to the reasons which actuated the committee in making its recommendations. I obviously could not give you the reasons because I was not present at the deliberations. Mr. MacInnis was present; perhaps he will give it to you. I can get the evidence, and I will be very glad to get it for you.

Q. Can you give it to us in a very few words?—A. No, I could not summarize eight pages in a few words.

The CHAIRMAN: You might do it to-morrow. Now, Mr. Bland, will you please proceed with what you have to say, and afterwards I shall ask you just one short question.

The WITNESS: Yes, sir.

By Mr. Fournier:

Q. I received information yesterday that not only postmasters were held in that position by the department without your certificate and were paid, but also mail carriers in the district of Montreal. At least, they told me about one case. Many members of the committee will have the files before them. Actually the man was taken on in 1930 and I believe is still on the payroll, and the commission refused for months and months to give their certificate, but they finally bowed.—A. Mr. Fournier, in the other branches of the government service there is machinery to be applied that would prevent that particular kind of thing happening, namely a pre-audit of pay lists from the different offices and the office of the Comptroller of the Treasury.

[Mr. C. H. Bland.]

Q. Do you know of any cases of postal carriers?—A. I do not think I do. I can think, perhaps, what you have in mind or what would be the basis of the information that is given you is this: The department for emergency purposes; that is, the Post Office Department, sometimes takes on a labourer or helper for perhaps half a day, on half time. Now, it may be that the audit of this particular pay list is not quite as comprehensive as the audit of the other service.

Q. Does it frequently happen that an employee taken sometimes in a rush time will be kept on for five, six or seven years?—A. Should not be, no.

Q. Do you know of any cases where it has happened?—A. No, sir, I do not.

Mr. BOULANGER: Mr. Chairman, may I ask Mr. Bland a question?

The CHAIRMAN: Yes.

By Mr. Boulanger:

Q. Since the commission was instituted thirty years ago, is it not a fact that new services have been created by successive governments?—A. Yes.

Q. Is it not a fact that these new services as a general rule have been placed outside the jurisdiction of the commission, services such as the Radio Commission, the Tariff Board and the Harbour Commissioners, and a great many commissions like that?—A. A great many have, yes.

Q. I do not recall the upholders of the merit system protesting against that very much?

By Mr. Green:

Q. In regard to the Harbour Board, there have been many appointments placed under the jurisdiction of the commission since the change was made?—

A. A certain section of the Harbour Board, yes.

By Mr. Tomlinson:

Q. I shall ask you a question, which I think you can answer.—A. I hope that is not an inference.

Q. I am just referring to a former question that you said you could not answer. Under the Act positions of \$200 are within the service?—A. Yes.

Q. Well, now, is it not a fact that the commission of its own free will has disregarded that and do allow caretakers up to \$600 salary to be appointed?—A. I can answer that one. The statutory exemption is up to \$200. In cases of lower grade appointments, caretakers, janitors, cleaners, helpers and so on, particularly in out-of-way places—and I do not include Bruce in that—

Q. Oh, no.—A. —the commission, owing to the insufficiency of funds and insufficiency of staff, has given the department in temporary appointments to these lower grade positions under \$600, the right to make appointments themselves, purely because of the fact that we have not had the staff or the appropriation to enable us to hold an examination for them.

Q. That is fine.

By the Chairman:

Q. Just one question. Mr. Bland, will you please take that long report of the Department of Justice?—A. Yes.

Mr. GLEN: Let Mr. Bland finish.

The CHAIRMAN: Yes, I will just be short.

Mr. GLEN: When anybody asks a question, he has got to go outside.

The CHAIRMAN: This is just a short question.

The WITNESS: I know the one you mean. I think I can find it.

By the Chairman:

Q. I can find it for you. There it is. I refer to the Department of Justice's reference to a letter from Mr. Foran dated January 31, 1919, at the bottom of the page.—A. Yes.

Q. Mr. Foran wrote to the deputy postmaster-general on that date in 1919:

For your information, I may say that the inspector may interpret the word "district" to mean the town in which the vacancy occurs and the radius of territory in that immediate vicinity, the residents of which are patrons of that post office.

You will see on the other page that Mr. Edwards adds:—

The Civil Service Commission have, with the concurrence and assistance of the Post Office Department, consistently applied the above definition of "locality" in selecting candidates for appointment to the position of postmaster.

My question is this: If the Civil Service Commission had followed that practice, would it have been necessary to ask for a ruling of the Department of Justice in the case of Bolduc?—A. Mr. Chairman, I cannot answer that question for this reason: that ruling was asked for at a time when I was not a commissioner, and when I had nothing to do with the question being asked, and not knowing the circumstances—

Q. No; I am putting it to you as a witness who is now the Chairman of the Civil Service Commission. Suppose you knew that was the practice of the commission for a great many years.—A. Yes, it was.

Q. Very plainly stated.—A. Quite true.

Q. I do not see why the commission should get in touch with the Department of Justice for a ruling in similar cases?—A. Well—

Q. And as Chairman of the Commission, if the case was put to you as it is now, would you tell the secretary of the commission to get in touch with the Justice Department for a ruling?—A. Well, of course, Mr. Chairman—

Q. Or would you follow the practice of the commission?—A. I think this practice is a good practice. But obviously I cannot say what I would do, not knowing the circumstances that were in existence at that time. I did not ask for the ruling and I do not know what the conditions were under which it was asked.

Q. No. But I ask you as chairman; suppose we have a thing like that before us, and the case is plainly set before you?—A. Yes?

Q. And you know what the practice of the commission is?—A. Yes.

Q. Is it necessary for the commission to get in touch with the Department of Justice in order to have a ruling on that practice which has existed for years?—A. I think I would be prepared to accept that as a reasonable definition of a reasonable practice.

Q. And therefore you would not call for a ruling. Quite so. Will you please proceed, Mr. Bland?—A. Yes, sir.

Q. Now, we have left Beauceville East and we are in Ottawa—back to Ottawa.—A. I am going back to Beauceville East for a moment, if I may.

Mr. FOURNIER: He has a statement to make.

The CHAIRMAN: Oh, yes.

The WITNESS: Before I begin this statement, which I promise you will be very brief, I would like to express to you, Mr. Chairman, and to the members of the committee, my appreciation of the very reasonable stand they have taken this morning. I would say it is a pleasure to take part in a discussion of this kind where the intention of the meeting is obviously to secure improvements in the Act. Yesterday, Mr. Chairman, considerable time was taken in discussing the facts of the case of the appointment of a postmaster at Sussex, New Brunswick,

[Mr. C. H. Bland.]

and Beauceville-East, Quebec; and at the conclusion of the meeting you were good enough to say that I would have an opportunity to make a brief statement this morning. I would like to give you and the committee the facts in these two cases, as I understand them—the facts that appear on the file, as I see it, and that induced me to come to the decision to which I came.

In Sussex, New Brunswick, there were two outstanding candidates; one was a returned man who had passed what I have regarded as the border line, the dividing line of appointment, sixty-five years; the other was a non-returned man who had been twenty-seven years as assistant-postmaster, and who had been acting-postmaster since July, 1936. My decision that I placed on the file in that case was that we should observe the ruling that we would not make appointments over sixty-five years of age, and that we should appoint the assistant-postmaster who had obtained the highest rating. The ruling or decision I placed on the file was adopted by my colleagues and was placed in effect; and apparently it gave satisfaction in the district generally. In the case of Beauceville East, I will make no reference, if I may be permitted so to do, to the earlier part of the file, because I do not know enough about it. I was not in on it at the time and I do not know what the circumstances were under which the Justice Department's ruling was asked. I will deal with the part with which I had to do last year. When the examination was held last year, there were two outstanding candidates, Mr. Poulin and Mr. Bolduc. They were rated by an examiner from the commission and an inspector from the Post Office Department. The examiner and inspector concurred in the ratings given. At the previous competition the ratings had been given only by an officer of the Post Office Department—and I do not need to remind the members of the committee of the opinions that have been expressed in this committee as to the relative reliability of ratings given in that way and ratings given in the case of the last examination. The rating given to Mr. Poulin by these two officers was 86.5; the rating given to Mr. Bolduc was 82.5, a difference of four marks. Attention was drawn to the fact that Mr. Poulin was given a higher rating on experience than was Mr. Bolduc, despite the fact that Mr. Bolduc had been acting-postmaster for a number of years. Yesterday I drew attention to the ruling of the commission that in the rating of applicants in any examination no credit is given to the temporary experience possessed by any of the applicants. The reason for that ruling and procedure, I think, is obvious. If a temporary occupant of a position who has been in it for six months, a year or a year and a half, is to be given credit for the experience he has gained in that position, how is it possible to give fair consideration on an impartial and equitable basis to other candidates? This is a point that was discussed in the committee of 1932, and it was emphatically held then that temporary experience should not be allowed in rating of experience at an examination. Mr. Bolduc, prior to his appointment as postmaster, had been a dealer in wood—a wood merchant. Mr. Poulin had been an insurance agent and insurance inspector; and the examiners, in rating the relative experience of the two men, gave five marks more to Mr. Poulin than they did to Mr. Bolduc. The examination branch reported the matter to the commission and recommended the appointment of Mr. Poulin. The suggestion was made yesterday that I had changed my mind on this, and while I do not know that it is a sin to change one's mind, as a matter of fact I did not change my mind on anything. I asked for further information on that report, and when I secured the information I placed on the file the judgment that is in there, the only judgment I made, that in my opinion, Mr. Poulin should be appointed to the position. My reasons were as follows: He had secured the highest rating in what I regarded as a fair examination; he had not reached the dividing line of age, sixty-five; he was recommended by the Examination Branch; I had every confidence in the examiner who conducted the examination; and there

was a fourth factor that had some bearing, though not all the bearing,—that five years previously Mr. Poulin had been appointed by the commission but had never been placed in office. On this basis, I registered my opinion that Mr. Poulin should receive that appointment.

Now, gentlemen, I have nothing more to say except this: I have tried with this committee, and I shall continue to try, to place the cards on the table fairly before you, so that you may consider the facts. That is what I have tried to do in this case. I have placed the cards in front of you as to why I recommended the appointment of Mr. Keirstead in one case and Mr. Poulin in another. I leave it to you to decide whether that is fair or whether it is not.

There is just one other point. Mr. Fournier referred to a case that was brought up the other day in connection with the position of an assistant to the chief of the narcotic division and I promised to give him some information. I want to fulfil that promise. The gentleman who was assigned temporally to that position was Mr. J. L. Barnes. I find from the files that were not in the committee at the time that Mr. Barnes applied to the commission after the first examination had been held—not from our file but from the department file, I find that apparently Mr. Barnes' name was given by the commission to the department as a possible applicant. I find that the department examined Mr. Barnes and recommended that he be employed temporally, pending a further competition; that Mr. Barnes was assigned on February 7th and that he resigned on April 30th of the same year; that he is not now in the service; and that the position having been abolished, no further action was taken to fill it. May I add that Mr. Sharman has been here all morning, and if any further questions are desired to be answered on that point, I think he would be very happy to answer Mr. Fournier's questions on it.

Mr. FOURNIER: I would like to hear from Colonel Sharman, but before Colonel Sharman goes in, the record shows that on Mr. Sharman's recommendation he wanted an assistant in 1930 owing to the fact that they were overworked.

The WITNESS: Yes.

Mr. FOURNIER: Owing to conditions in the department.

The WITNESS: That is right, yes.

Mr. BOULANGER: May I make a motion before we hear Colonel Sharman? I move that we get a list from Mr. Bland of all the new services created since the commission was formed, and which at the time of their creation were placed outside of the jurisdiction of the Civil Service Commission.

By the Chairman:

Q. Yes. Will you please give me the chart? Will you please give us supplementary information with regard to the Civil Service Commission?—A. Yes, I will be glad to.

Q. I would like to have the total number of the personnel—A. 236.

Q. Yes, and will you please mention that?—A. Yes.

Q. And then the number of temporaries?—A. Yes.

Q. And the number of clerks in each grade?—A. Yes.

Q. The number of stenographers in each grade?—A. Yes.

Q. The number of returned men, and the age also?—A. Yes.

Q. Showing the number of the personnel who are of such an age?—A. Within eight years?

Q. No, so many at thirty years, so many at forty years, and so on.—A. I see.

Q. Showing the number of each year.—A. Yes.

Q. What I want is a picture showing who are the higher officials in the commission and who are the lower officials, with details?—A. I will be glad to, Mr. Chairman.

[Mr. C. H. Bland.]

Mr. GREEN: In connection with Mr. Boulanger's suggestion, I think that Mr. Bland should also show which employees have been put under the Civil Service Act, subsequently to the formation of this body. It may not have been done to start with.

The CHAIRMAN: What I understand, Mr. Green, is that you do not want the names of each one—just the number.

Mr. GREEN: Yes.

The CHAIRMAN: And the number will satisfy you, Mr. Boulanger?

Mr. BOULANGER: And the description of the services.

The WITNESS: I will be glad to get that.

By the Chairman:

Q. It could be done on the charts of the departments, Mr. Bland. Will you supply us with the charts? It could be mentioned that in that department or in such branches of the department there are so many who are outside the Civil Service Commission.—A. I will get it for you.

Mr. BOULANGER: And by what statute, what arrangement or order in council it was done.

The CHAIRMAN: When we receive the charts, we will have a complete picture.

The WITNESS: Yes, I will get that.

Mr. GREEN: There was mention made a few minutes ago about the outside service. I would like to have Mr. Bland's opinion as to what is meant by that term.

The CHAIRMAN: Yes. He may tell us that at a subsequent date.

The WITNESS: All right.

Mr. FOURNIER: Before Mr. Sharman is put on the stand, I would like to ask one last question of Mr. Bland.

By Mr. Fournier:

Q. You stated that since 1932 there was a rule adopted that experience acquired by temporary employees who were candidates in an examination was not rated?—A. Not since 1932. It was a rule adopted before that; but it was dealt with especially by the committee of 1932.

Q. Do you mean to say to this committee that requisitions are not made by departments, in which special qualifications are acquired by temporary employees are not mentioned in them?—A. That is an attempt that is sometimes made and one of the things we have attempted—an attempt that we try to foil in certain cases. But this rule is designed to prevent this kind of thing happening.

Q. I do not want to linger on this; but in departments they make requisitions for positions?—A. Yes.

Q. For examination?—A. Yes.

Q. And then in the qualifications are mentioned certain special qualifications that sometimes have nothing to do with the work, but which one man temporarily employed has.—A. That attempt is occasionally made, yes.

Q. For instance, not long ago they needed a chemist, but they asked in the qualifications that he be a Doctor of Philosophy.—A. No, I do not think that happened.

Q. Will you try to get that file?—A. All right.

Mr. GLEN: Let us have Mr. Sharman.

CHARLES H. L. SHARMAN, called and sworn.

The CHAIRMAN: Colonel Sharman is your witness.

By Mr. Fournier:

Q. Mr. Sharman, so that you will be completely at ease, may I say that I have never met you in my life; I did not know who you were, and I acted on a file. I want to be fair in everything. Since I spoke in the committee, people have come to me and said that probably I had not been quite fair in the way I dealt with the file. Now, this morning, I want to try to correct myself, if I have been wrong.—A. That is clear.

Q. My first question is— —A. If I may be permitted to read a short statement, I think it might answer your question.

Q. That is what all the officials ask to do, to ball me up, if you will excuse the expression.—A. Excuse me. When I read the press reports of last Friday's meeting, I prepared a memorandum for my minister and I ask permission to read that memorandum to this committee under oath. Perhaps if I am permitted to read it—

The CHAIRMAN: Do not give explanations. Read your memorandum.

The WITNESS: All right. It reads as follows:—

In 1930 the Civil Service Commission received applications for the position of Assistant to Chief, Narcotic Division. According to press reports the qualification required of a successful applicant that he be a "chemist with two years' experience as a detective." This is not so, the wording in the Civil Service advertisement being "preferably police experience and some knowledge of the drug trade."

I sat on the Civil Service Commission Board which examined the qualifications of applicants. None were considered eligible. With the possible exception of a man in Vancouver, whom I was requested to interview when in that city a month or two later.

On June 9, 1930, the Civil Service Commission wrote the Department to the effect that:—

The Commissioners have approved that all candidates, with the exception of Mr. G. (the Vancouver man) shall be declared unsuccessful, as not possessing the necessary qualifications, and that further action in this competition shall be delayed until Colonel Sharman has had an opportunity to make enquiries regarding Mr. G. in June. In the meantime any applications that may be received by the Civil Service Commission will be accepted and reviewed by the Advisory Board after report on Mr. G. has been received.

I was on the Pacific coast on official duty in July, 1930, and upon my return to Ottawa the Deputy Minister advised the Civil Service Commission, under date of August 7, 1930, that:—

Colonel Sharman, while recently in Vancouver, endeavoured to get in touch with Mr. G. He found that he was no longer employed by the Vancouver City Police, that he had vacated his house and was not thought to be then resident in Vancouver.

As a result of confidential enquiries made from reliable sources, the opinion was formed that Mr. G. would not, in any event, prove to be a candidate who would measure up to the requirements of the position.

Five months later, namely, early in 1931, the Civil Service Commission telephoned me that they had received an application for the position from a Mr. B. I had never seen nor heard of this gentleman, who had had service in the B.C. Provincial Police and in the R.C.M. Police. I made confidential enquiries of the commissioners of both forces, and on January 17, 1931, wrote the following memorandum to the Deputy Minister:—

[Mr. C. H. Bland.]

About a week ago the Civil Service Commission telephoned that they had a likely man for the vacant position of Assistant to the Chief of the Narcotic Division and sent him over to interview me. I had a long talk with him and went carefully into his past record, which he had outlined in the form of an ordinary application for the position on the usual civil service form.

His name is B., his age 29, of good appearance and apparently level-headed. He served five years in the R.C.M.P. and also for a considerable period with the British Columbia Provincial Police. I communicated with the commissioners of both forces who report favourably on him.

I explained to B. that even if he started work it would take some very considerable time to decide whether he could acceptably fill the position, and he stated that he was quite willing to come on a six months' temporary certificate, and would have no objection to same being renewed for a further six months if desired by this department.

I think he is well worth a trial, but obviously several months will elapse before he will get his bearings and a grounding in the general work of the branch, while obviously several months at least would in any event elapse before he could be even made acquainted with the more secret angles, consequently I would recommend that the Civil Service Commission be asked to assign him to the position on a temporary certificate for six months, at the minimum salary applicable to the position.

Mr. B. reported for duty on February 7, 1931, under temporary Civil Service Commission certificate, and resigned on May 31st of the same year, after serving less than four months with the Narcotic Branch. I have not seen him since.

Shortly afterwards an order-in-council was passed abolishing all vacant positions in the government service, including the position referred to above, which has never since been filled.

By Mr. Fournier:

Q. How long have you been head of this branch?—A. Eleven years.

Q. Before that, were you in the civil service?—A. I have been forty years in the government service.

Q. What were the qualifications they required from you to bring to your duties in this branch?—A. I could not say. I had nothing to do with that.

Q. Had you any knowledge of the drug trade?—A. I had previous mounted police experience.

Q. Had you knowledge of the drug trade?—A. No.

By the Chairman:

Q. What police experience did you have?—A. I had six years in the R.C.M.P.

By Mr. Fournier:

Q. You were transferred from the R.C.M.P. to this Narcotic Branch?—A. No. I was in the mounted police from 1898 until 1904, and from that time until 1927 I was in the quarantine service of the Department of Agriculture. But I could not pretend to tell you what were the qualifications laid down in relation to my applying for the chief's job.

Q. Did they not advertise that position?—A. Yes.

Q. When the advertisement came out, it must have had the duties and qualifications specified?—A. It probably did, but I would not pretend to remember it. It is eleven years ago.

Q. You do not remember that. But there is one thing you do remember; you do know that you had no knowledge of the drug trade?—A. I had no previous experience with narcotics.

By the Chairman:

Q. Are you a qualified chemist?—A. No, I am not.

By Mr. Fournier:

Q. And you were appointed chief of that branch?—A. Yes.

Q. Then the work accumulated and you felt that you should report to your minister or to the department and to the commission that you needed an assistant?—A. Yes.

Q. And laying out qualifications of the assistant, you sent a requisition by the minister or somebody else to the commission?—A. That was first done in 1927.

Q. You were then the chief of the branch?—A. Yes.

Q. Of the Narcotic Branch?—A. Yes.

Q. Were you the man that prepared the qualifications for your assistant?—A. In consultation with the deputy-minister.

Q. With the deputy-minister?—A. Yes.

By the Chairman:

Q. Who was he?—A. Dr. Amyot. Remember, this is in 1927.

By Mr. Fournier:

Q. That was Dr. Amyot. The first requisition to the commission was in 1927?—A. Yes.

Q. That was not shown in the file, I think?—A. Because that is another position, which was filled in 1928. I do not think you understand.

Q. Have you an assistant, actually?—A. Yes, certainly.

Q. Have you got that file? You have an assistant to the chief of the Narcotic Branch?—A. Yes.

Q. And later on, in 1930, you want another assistant?—A. That is right.

Q. The one in 1927 had police experience?—A. Yes.

Q. And he had experience in chemistry or drugs?—A. In the drug trade.

Q. In the drug trade?—A. Yes.

Q. What is the name of that man?—A. His name is Hossack.

Q. And in 1930 you wanted a man with the same qualifications?—A. The department decided to endeavour to obtain a second man of the same category, and the same qualifications were used.

By the Chairman:

Q. Is Hossack still there?—A. Yes.

By Mr. Fournier:

Q. So you had one assistant?—A. Yes.

Q. But you needed a second one?—A. It was so decided at that time, yes.

Q. And with the qualifications asked, from Halifax to Vancouver no candidate showed up that could fulfil the requirements?—A. That is right. But there was no change in the qualifications for this particular job as compared with that.

[Mr. C. H. Bland.]

Q. You are asking from your assistant more qualifications than you admit having when you were appointed as chief of the branch?—A. I had nothing to do with the laying out of the qualifications for the position which I applied for.

Q. I have heard that you are a very good chief in that branch, and you had no experience in chemistry when you were appointed?—A. That is right.

Q. Do you think that another assistant could do very good work without being an expert druggist?—A. We do not and did not ask for an expert druggist.

Q. No, but knowledge of drugs.—A. The idea was to get a man who had police experience. He would know what a search warrant was, what the law of conspiracy was and things of that sort. In addition to that it would be preferable that he had been employed on quite a lot of narcotic work. For example, the R.C.M.P. inspect drug stores. They have an every-day working-knowledge of heroin, morphine and so on. We wanted a man who knew something about it along those lines.

Q. In your mind, when you made this requisition, you thought of somebody from the R.C.M.P. who had police experience and experience in drug cases,—which are controlled by them or supervised by them?—A. Having got a man with these two qualifications for the first assistant's job, I saw no reason why we should not at least try to get another man in Canada with the same qualifications for the second assistant job.

By the Chairman:

Q. Can you personally make any difference between heroin, marijuana and peppermint?—A. Yes, very much, sir.

Q. By test?—A. By looking at most of them.

Q. Where did you get your experience?—A. On the job.

By Mr. Fournier:

Q. In your mind you would need these qualifications for the assistant before he was appointed?—A. When we made out the qualifications for the first assistant we said we would prefer to have a man with police knowledge and knowledge of the drug trade. We got such a man. When the department wanted to get a second man for the same type of work we saw no reason to change the qualification requirements.

Q. Was Mr. Hossick in the Royal Mounted Police before he came in as an assistant?—A. Yes. I had met him once in my life before he applied for the position.

By the Chairman:

Q. He gave you a good impression?—A. Yes.

By Mr. Fournier:

Q. He is still there?—A. He is still there.

Q. When they tried to give you one Mr. Edwards from another department—I think it was from the— —A. There was a large number of applicants.

Q. 183 expert druggists, I see in the file?—A. An expert druggist would not of necessity be of any great advantage to us in the job.

Q. He could do no harm?—A. He could do no harm, naturally, but he lacked the experience.

Q. Of police work?—A. Lack of any knowledge of police work would be a disadvantage.

Q. What I want to come to is this: outside of the Royal Mounted Police do you think a druggist would generally get police experience?—A. No; but we did not ask for a druggist.

Q. Now, the second question is this: in your mind, and with your experience, do you think a policeman generally does get experience in the drug trade?—A. Certainly.

Q. Outside of the Royal Mounted Police?—A. I did not say outside the Royal Mounted Police.

Q. Was this position advertised over Canada to get a man from the Royal Mounted Police?—A. Not at all. There are many narcotic cases handled by the provincial police force, the municipal police forces, at least 35 per cent of them.

Q. It was a police job with drug experience?—A. That is what we were after.

Q. You admit outside the police force you could hardly find this man?—A. It would be most unlikely, I should think.

Q. Don't you think, after seeing the 183 applications and looking them over, that you were asking for qualifications that would be hard to find?—

A. No, because we had already got one.

Q. And from the Mounted Police?

Mr. DEACHMAN: That is a good answer.

The WITNESS: A perfect stranger to me. We considered these were all reasonable qualifications. Now, our difficulty with regard to the applications for this particular position which is under discussion was this: many of them were barred by experience in what we meant in regard to police knowledge. That was our difficulty.

By the Chairman:

Q. You had 183 candidates?—A. I forget the number.

Q. A large number?—A. Yes.

Q. Amongst them you found no one that was suitable, and the one that was suitable was not a candidate?

Mr. FOURNIER: He was only temporary.

The WITNESS: Oh, no.

By the Chairman:

Q. He was not a candidate?—A. No; I had never heard of him.

Q. He was outside of the number?—A. Of those 181, we will assume—

Q. You got it down to 22?—A. Whatever it was. We took a dozen that appeared to be possibilities. They were checked up, and in at least half a dozen cases the references they had given, and a reference to these references did not bear out what they said, and finally we got to a point where there was only one fellow left who appeared a likely chap, and that was this man in Vancouver.

Q. You had that many applications?—A. Yes.

By Mr. Fournier:

Q. Did you see his application?—A. I was merely asked by the selection board to look into it. They said, "Colonel, you have opportunities to find out this and that. Is this true, what this man said"? I did find out and I gave—

Q. They only gave you three names? After looking at the applications you only had three names?—A. I cannot tell you the number, 183 or whatever the number was; but there were about half a dozen I considered as possibilities.

By the Chairman:

Q. You were on the board?—A. Yes. That 183 was reduced to six, and then it was reduced to three and eventually it got down to one in Vancouver. Later I explained that and the commission then said this whole thing is a

[Mr. C. H. Bland.]

washout. As far as the department is concerned we think it is a washout. Five months went by and we made no effort to fill it. Again the Civil Service Commission 'phoned us and said, "We have just received an application from a man who may be a possibility." We brought him out so that I might take him on and try him out and at the end of three months he left us, and I have never seen him since. Since then the position has been abolished.

By the Chairman:

Q. Were the other gentlemen on the board men who had experience in the drug and police business?—A. Colonel Belcher was a mounted police officer; I do not know a better man.

Q. He has experience in both?—A. Yes.

Q. Who was the third man?—A. Colonel Kemmis of the Civil Service Commission.

Q. He knows nothing about it?—A. No, and Mr. Herwig.

Q. Who knows nothing about that?—A. No.

Q. Therefore the two knew a lot and two knew nothing about these particular things?—A. It was merely for the four members of the board to decide whether any of the candidates possessed the qualifications.

Q. Two members of the board did not themselves possess these qualifications?—A. No.

Q. Therefore, two knew and two did not know?—A. Yes.

Q. Now, will you please tell the committee how you got your experience in the drug business, by working at it? You said you had experience to distinguish between what is a poison such as heroin from peppermint; how did you get that experience?—A. We have 110 narcotic wholesale houses throughout the country. I have personally visited every one of them, gone into their stocks. I have personally had a lot to do with many of the criminal cases coming up, had the exhibits in every one of the hundreds and hundreds of cases that come before the courts in Canada, not only federally conducted but municipally conducted and provincially conducted. They all come to my office. They are all checked. I have a terrific lot of groups of heroin and marijuana, and all that sort of thing, and we have all become perfectly familiar with them.

By Mr. Fournier:

Q. When you started in the position you did not have any knowledge of the drug trade?—A. No, I said so.

By the Chairman:

Q. You will admit, Colonel Sharman, it is pretty hard for a man to learn painting by visiting a museum?—A. I should imagine so.

Q. Therefore, it is not by looking at poisons that a man distinguishes them? Powdered strychnine and powdered marijuana and any powder like that is nearly always alike?—A. There is no similarity whatever between powdered strychnine and powdered marijuana.

By Mr. Tomlinson:

Q. You would be able to distinguish them yourself?—A. Yes.

Q. If you had a sample you would be able to tell?—A. I would not guarantee strychnine.

Q. You are fairly intimate with these things by reason of your experience?—A. Quite.

By Mr. Fournier:

Q. You cannot analyse narcotics or drugs?—A. No, absolutely not. These are referred to the Dominion Analyst whose evidence is accepted in court.

Q. Arrests are made before the analysis is made?—A. Yes.

Q. The cases are made before the analysis is made?—A. Yes.

Q. The arrests are made and then you have the analyses made to see if you are right?—A. That is one way of looking at it.

By Mr. Tomlinson:

Q. You have good reason for arresting a man before you arrest him?—A. Yes.

Q. There is the probability of guilt?—A. Quite.

Q. You are familiar with the different types of drug addicts?—A. I have personally seen over five thousand drug addicts.

By Mr. Glen:

Q. As a police officer, Colonel, you would not have occasion to arrest a man unless you were pretty sure you could prove it?—A. Quite. A drug does not necessarily have to be a narcotic. To offer a narcotic is an offence; to offer to sell anything held to be or represented to be a narcotic is an offence, and we sometimes encounter what we call "con" games.

By Mr. Fournier:

Q. What position will the country be in when Mr. Hossick and yourself disappear? You will have nobody to be chief of the branch who has these qualifications?—A. Mr. Hossick has these qualifications, and I know one or two others in the country who have these qualifications, but I do not think they will apply for the job.

Mr. DEACHMAN: That is hardly a fair question.

The CHAIRMAN: You had better leave us the names before you go in case you disappear.

Mr. DEACHMAN: That is hardly a fair question to ask the witness.

By Mr. Tomlinson:

Q. In other words if that was the case we would have to have more or less a temporary staff to protect the country?—A. Exactly. I should like to say two things. First of all, if the government or the Civil Service Commission made a mistake in appointing me, that is their fault, not mine. I used no pressure whatever; I waited on nobody, spoke to nobody for any assistance in getting the position. The second thing is, having decided that we needed a man with police knowledge and knowledge of the drug trade, not a chemist, I was successful in getting one, and therefore the qualifications could not be unreasonable because they were filled; having been successful once, surely it would be reasonable to try it again.

By the Chairman:

Q. Just a minute. You stated that you could make a distinction between different kinds of narcotics?—A. Yes.

Q. When they are in their natural form; but if they are in the form of candy or anything else, in a tablet mixed with sugar or anything, it would be very hard for you to make a distinction between that and plain candy?—A. Well, we have—

Q. Therefore you will go to the analyst?—A. Yes. But we have unofficial tests for that sort of thing.

Q. But you do not make those tests yourself?—A. I have made them, yes.

Q. Well— —A. Nitric acid.

[Mr. C. H. Bland.]

Q. Take any narcotic mixed with candy—have you enough experience in chemistry to analyse it and see if there is any narcotic in the candy?—A. No, not at all. I have never heard of a narcotic being in candy, personally.

Q. But they may be in tablets?—A. In tablets.

Q. And mixed with other ingredients?—A. They might be, certainly.

Q. So that by looking at these tablets which might have different ingredients, you will be unable to tell whether it is either this narcotic or the other?—A. Certainly; it is quite impossible.

Q. Yes, it would be impossible for you; but it would be possible for a qualified analyst or a chemist?—A. Yes.

Q. And therefore you are not an experienced qualified analyst or chemist?—A. No.

Q. And you are the head of the Narcotic Branch just the same?—A. Yes. We have a dominion analyst.

Mr. GLEN: Is the witness to be examined as to his disqualifications?

The CHAIRMAN: Gentlemen, it is past one o'clock, and I wonder if we could not adjourn until to-morrow and ask Mr. Sharman to come back.

By Mr. Fournier:

Q. Will you accept one more question? You have been without this assistant for seven years now?—A. Yes.

Q. And you still need an assistant?—A. That is for the government to decide, I take it. There are many things that branches want.

Q. How would the minister know if you needed an assistant, if you did not tell him?—A. The minister knows of one or two things we would like, and which he might consider himself, but we cannot always get them.

Q. Seriously, now—A. Yes, yes.

Q. —do you think the minister has complete knowledge of the help you need in your branch or any other branch—A. Yes.

Q. —unless you tell him?—A. No.

Q. He would not know unless you told him; you have got to tell him?—A. Yes.

Q. I am asking you, do you still need an assistant?—A. One could be put to very considerable use in the branch; and there are other positions which also need filling, which have not yet been authorized. These things are always under discussion with the minister of the department.

Q. But you need one actually, and the objections are two-fold; first, they have abolished that position?—A. Yes.

Q. And second, there does not seem to be a suitable man who would apply for or accept the job?—A. At that time there was not.

By the Chairman:

Q. Is your experience as a former R.C.M.P. man of any help to you at the present time?—A. Oh, very much so.

Q. Do you make investigations throughout the country yet?—A. Yes. I am in charge of that.

Q. The R.C.M.P. is doing that?—A. Yes.

Q. And they have their own chemist?—A. No; the chemist angle does not come into it at all.

Q. Therefore you work on the exhibits that are forwarded to you by the R.C.M.P.?—A. Assuming that I am not out. I stay when the case is going on.

Q. But you work on that. Where do your exhibits come from?—A. They come from all parts of Canada.

Q. Yes; and they are submitted to the analyst?—A. They are analyzed at Vancouver or Winnipeg or Toronto or Ottawa or Halifax or Montreal, wherever the case may be.

Q. But when they are analyzed in Ottawa, do you do the analysis yourself?—

A. No. It is done by the dominion analyst provided by law.

Q. The main use of your job then is this: you are just a go-between between the men who send the samples for analysis and the dominion analyst?—A. Is that a question or a statement?

Mr. TOMLINSON: Just a minute here. I would like to ask some questions. The witness has been cross-examined by two lawyers, and I think probably I will examine him for a minute or two.

The CHAIRMAN: Will you please come to-morrow, Colonel Sharman. Shall we adjourn until to-morrow, gentlemen?

Some Hon. MEMBERS: Yes, to-morrow.

Mr. TOMLINSON: When you come to-morrow, I want to examine you for a few minutes on certain questions.

The WITNESS: All right.

The Committee adjourned at 1.20 p.m., to meet on Thursday, April 7th, at 11 a.m.

APPENDIX 1

APPOINTMENTS—DATE OF

	Date of minute
Re date of perm. appt. of Prison Guards. (J-P-386—under Justice).....	6- 6-24
Mr. O. A. Dodson's appt. as Laboratory Asst. R.M.C., effective from January 1, 1931, notwithstanding the fact that the E.L. was not entered in Minutes until January 3. (ND-RMC-32).....	17- 2-31
Re date of perm. appt. of cases in Telegraph Branch. (PW-T-626—under Public Works).....	5- 5-30
Appt. of Miss S. Lachoski as Steno. Gr. 1, effective from 1-10-30 (1896).....	10- 3-31
Appt. of C. Drew as Postal Clerk, Sudbury, Ont., effective April 1, 1932, notwithstanding the fact that his eligibility was not approved until April 8. (PO-C59-5).....	22- 4-32
Effective date of permanent appointments to be from the date the eligible list is entered, in the Minutes (5-1).....	12- 2-29
Poultry Inspectors, Dressed Poultry, to be assigned from actual date required instead of in advance of that date. (AGR-LS-3295).....	27- 1-37

APPENDIX 2

APPOINTMENTS—GRAIN STAFF

	Date of minute
Procedure in connection with handling personnel. (5-T&C-GC).....	23- 3-25
Procedure in connection with appointments approved. (5-T&C-GC).....	24- 6-25
Procedure re assignment of Stenos. Bd. of Grain Commrs. (5-T&C-GC-(Vol. 2))	19- 2-30

APPENDIX 3

APPOINTMENTS—IN ORDER OF MERIT

	Date of minute
R. H. Wilson, O.A.S., to be appointed to position occupied by Mr. William Woollard, O.A.S., owing to the fact that his name appears above that of Mr. Woollard, etc. (PW-CA3-514).....	18- 4-32
Miss C. E. Dontigny, who was released because she was lower on the list than Miss M. Miller, to be reinstated January 1, 1933, owing to the fact that she is a resident of Hull. (AGR-HA-3202).....	29-11-32
Two positions of Plant Disease Investigator, New Brunswick, to be filled from the eligible list as Messrs. H. Randall and E. L. Hovey, who were locally selected failed to qualify. (AGR-EF-3170 and 3172).....	20- 7-33
A. S. Mills' appointment as Junior Fruit and Vegetable Inspector in place of W. D. Walker, who was previously employed, approved. (OS-39572).....	15- 8-33
Advice received from Post Office Dept. that, in future, candidates for full time employment will be selected strictly in order. (PO-C6-3001, 286T).....	5- 9-36
In making appointments under Section 35, order of merit within branch or division to be observed without reference to Dept. as a whole. (5-T&C-S-DUP).....	28-11-36
Candidates whose character and reputation are beyond reproach to be given preference over those who have been found guilty of a criminal offence at any time. (SUB. 5-(DUP)).....	13- 2-37

APPENDIX 4

APPOINTMENTS—LOCALITY—PREFERENCE

	Date of minute
Present procedure to be continued, in view of locality in C.S. Act. (73-PO)....	14-10-26
Retention of eligibility for individual positions to include eligibility for any other point in the district to which original competition was open; but locality preference to be observed at other centres. (24-NR).....	21- 2-33
Local resident given preference over residents of district who had been previously employed. (24-NR)	10- 5-33
Earl Biggar, temporary Poultry Inspector, transferred with his position from Mount Pleasant, Ont., to Montreal, P.Q., there being no eligibles at Montreal. (AGR-LS-3087)	8- 7-33
A. C. Craft, temporary Promoter of Egg Production, transferred with his position from Nappan, N.S., to Fredericton, N.B., there being no eligibles at Fredericton. (AGR-EF-3170)	8- 7-33
Mr. L. J. Maltais, Montreal, employed as Poultry Inspector, Eastern Ontario, on account of previous experience and bilingual qualifications. (AGR-LS-3193)	7-10-33
Local preference applied though not mentioned in advertisement. (C-35E-5)....	2-12-33
If provinces are divided into districts for excise tax purposes, the eligible lists for Excise Tax Auditor for the provinces to be similarly divided. (24-1-HRM)	4- 4-34
A. J. V. Lague, Customs Officer at Glen Sutton, P.Q., to be retained at Lake Memphremagog in preference to E. G. Hiller, who is lower on list, neither having been resident in these localities when apptd. (C-24D-1).....	5-11-34
H. E. McMillan, Sask., assigned to Alta., work being interprovincial. (AGR-E-3141)	15- 6-35
Local assignments from general list limited to electoral district in which vacancy occurs. Exception in case of Miss Hazel Robertson, Stenographer, Grade 1, Moncton, N.B. (AGR-LS-3366)	29-11-36
In the absence of locally qualified eligibles for Fruit and Vegetable Inspector, the best qualified eligible (non-local) to be assigned in place of granting local selection. (36851-36NS)	7- 7-36

APPENDIX 5

APPOINTMENTS—LOCAL SELECTION

	Date of minute
Procedure in localities where there are no eligible lists.....	4- 6-24
Re: Employment of sixteen persons for selling radio licences by the Dept. without notifying the Commission. (5-MA-RT)	6- 8-32
Temporary employment of C. R. Wilson, O.A.S., as Junior Fruit and Vegetable Inspector, Vernon, B.C., approved, notwithstanding the fact that his name was removed from the E.L. owing to his failure to establish residential qualifications. (AGR-F-3193)	22-11-32
Nine positions of Plant Disease Investigator, Province of P.E.I., filled by local selection, Messrs. C. McDonald and S. H. Goodwin, whose names appear on E.L. having proved unsatisfactory. (36850-32G).....	2- 2-33
Department of Immigration and Colonization to be advised that the making of emergency appointments of Deportation Officers at Winnipeg without regard to eligible list constitutes a violation of the Act. (I&C-W-65).....	10- 4-33
Temporary employment of D. H. Feaver approved as Prison Guard, Kingston, notwithstanding past record, but Department's attention to be called to same. (J-P-3282)	18- 4-33
Extension of certificate disallowed where eligibles available. (MA-CL-364)....	24- 4-33
Department of Fisheries to be advised of the necessity for acquainting their field officers with the current regulations <i>re</i> filling positions. (FS-D-228)....	5- 1-34
When local selection has been authorized, certificates to be issued for party selected without further reference to Commission. (SUB. 5-VOL. 2).....	15- 8-35
Application form to be checked by Examiner for education, training and experience. (SUB. 5-VOL. 2)	23-11-35
Before local selection is granted for clerical vacancy in large centres, a survey to be made of all the eligible lists for the district. (PH-PVB-3062).....	9- 4-36
Suggestion to Dept. that Can. Legion be consulted if returned soldier cannot be secured. (PW-CA3-1011)	11- 5-36
Dept. of Nat. Def. notified that local selections must be either O.A.S. or those under 65 years of age. (T-ACA-360T).....	20- 2-37

APPENDIX 6

APPOINTMENTS—MISCELLANEOUS

	Date of minute
Local selection to be allowed for all Caretakers where the importance of the position does not justify the expense of a competition. (ND-CE-3109)..	22- 2-37
Local selection granted for Steno. Gr. 1, Indian Head, Sask., and small local competitions for Steno. Gr. 1 and 2 where local selection has been granted to be included in next general exam. (AGR-E-3322).....	16- 4-37
A list to be kept of all local selections subsequently found to have a police record. (See case of A. D. Lang, PO-C11-3030).....	27- 5-37
Selections to be made from old list, pending establishment of new one, in place of allowing local selection, but persons thus appointed to be eligible for tem. employment only. (PO-C51-22G).....	25-11-37
Local selection not to be allowed so long as there are qualified eligibles available. (See Toronto P.O. Christmas rush (5-PO-C49-(VOL. 2)).....	14- 1-38
A permanent employee in one Department not considered eligible for assignment to a part time position in another Department. (George Wilson case. PO-C51-3144)	17- 2-28
Re: Employment of married women.....	5- 4-28
Re: Two appointments of Customs Excise Enforcement Officer, Canso, N.S., and Moncton, N.B. Department's attention to be called to the Commission's decision in letter of July 14, 1928, regarding requisitions of this kind, etc. (C-PS-118)	29- 9-28
Mr. A. C. Bloom, who has been employed temporarily as a Stationary Engineer (Heating) Grade 1, Vancouver, seasonally, since 1922, to be given a seasonal appointment on the strength of the examination he passed in October, 1921. (I & C-P-28).	3- 1-29
Mr. Herwig of the Canadian Legion to be advised that the Commissioners consider it inconsistent for them to agree to having a representative on a Committee to decide whether or not an appointment which had already been authorized by the Commission should or should not be rejected. (Board decision)	3- 1-29
Amended Oral Interview Form, No. C.S.C. 71, for positions of Postmaster approved. (5-Po-PM)	6- 2-29
Temporary certificate to be substituted for the seasonal certificate in the case of Mr. Theo Hamilton as Forest Assistant, Grade 1, Kamloops, B.C., for the season of 1928. Mr. Hamilton did not furnish the evidence necessary to complete his seasonal appt. and, in future, notification of assignment to be sent to a Department instead of a certificate of appointment until the evidence is complete. (OS-21069) (Board decision).....	12- 3-29
Miss Ruth Mary Morel, who was assigned to a permanent position in the Finance Department, and who returned to her temporary position in the Patent Office after working a few days, to have her certificate for the Finance Department nullified in view of the fact that the Auditor General has not been notified. (SS-P-3105)	1- 2-29
No change to be made in the present procedure for making appointments to the Department of National Revenue at Charlottetown and Outports thereunder. (38-C-DUP.) (Board Decision)	28- 3-29
Re: Appointments at Charlottetown.....	10- 5-29
Appointment of Mr. Georges Mercier, first on the list for Senior Hospital Attendant, Quebec, P.Q., disallowed, etc. (H-Q-34).....	18- 4-29
Re: Persons holding appointments in the Government of the British Dominions	15-10-29
A letter to accompany all certificates issued for the appointment of Excise Tax Auditors, explaining that the six months temporary employment is simply a probationary term to determine whether or not they should be placed on the permanent list. (C-ET-3033).....	5-11-29
Re: Appointments of Caretakers, Department of National Defence. (ND-CE-3025)	7-11-29
Supplementary report to be submitted to Council recommending the permanent appointment of nine S.C.R. employees employed prior to May 31, 1929. (33-PH-P)	8-11-29
Opinion of the Justice Department to be obtained as to the legality of giving S.C.R. Employees, loaned to the British Ministry, permanent status under the Pensions and National Health. (65-SCR-IP).....	13- 1-30
Request of the Public Works Department that L. Paquette, permanent Cleaner and Helper (Part Time), be temporarily employed as Foreman of Char Service, (Part Time), for three months disallowed. (PW-CA2-3160).....	28- 2-30

APPOINTMENTS—MISCELLANEOUS—*Continued*

	Date of minute
Roy Graham not eligible for appointment as Student Assistant, Geological Survey, Department of Mines. (MI-G-3167).....	3- 3-30
No appointments to be made in certain offices of the Department of the Interior. (38-INT).....	6- 5-30
Appointment of J. L. A. Tanguay as Head Clerk, Solicitor General's Office, Quebec, disallowed. (J-A-3030).....	3-12-30
Re: Appointments to exempt positions. Such appointments must be made from the Minister's own department and, if he wishes to select a person from another Department, such person to be transferred to a permanent position in the Minister's Department before being appointed to an exempt position. (56-1-1)	12-12-30
Department to be advised that continuance of the practice of employing persons without first obtaining the approval of the Commission will result in the Commission refusing to issue certificates for the men placed by the Department without the Commission's authority. (PW-DCE-3352).....	2- 2-31
Re: Appointments in connection with positions of Assistant Registrar and staff for the Pensions Appeal Court. (5-PH-DUP.).....	3- 2-31
Department of Public Works to be informed that when the Commission appoints a person to a position of Inspector of Construction and the Department refuses or neglects to place the appointee, no certificate will be issued covering the temporary employment of the person selected by the Department. (PW-DCE-3402).....	3- 2-31
Should Mr. J. M. Murray of Vancouver resign his position to apply for the Postmastership at Herbert, his residential qualifications to be investigated. (PO-C51-189)	9- 2-31
Mr. J. W. Benoit, former Letter Carrier, Three Rivers, to be assigned in order on the eligible list. Mr. Benoit was dismissed by Order in Council and this was later cancelled. (OS-11730).....	7- 2-31
In view of the unemployment conditions existing throughout the country and the fact that most of the unqualified men who have been employed in the Toronto Post Office are married men, certificates might be issued for their continued employment up to the end of the present fiscal year, providing that proof that the employee is a married man is attached to each application for renewal of certificate.....	10- 2-31
When employees resign or are dismissed from the Service before the evidence in connection with their permanent appointment is completed, a temporary certificate to be issued to cover the period of employment without collecting further evidence and the names of such persons removed from the permanent eligible list for the class of position in question. (SUB. 10).....	26- 2-31
The permanent appointment of temporary employees in the Interior Department to be held in abeyance until re-organization is completed. (INT-SP-6).....	3- 3-31
G. H. Bergeron, Lotbiniere, admitted in error to postal exam. Montreal, eligible for employment and asked if he is willing to work in Montreal. (M-25197)...	16- 6-31
Re: Assignment of bilingual stenographers. (SUB. 5).....	5- 3-31
Department of P. & N.H. to be advised that their request that "the usual preference for overseas service will be given to applicants" be inserted in advertisements was not necessary. (5-PH).....	10- 3-31
Eligible lists for Postal Clerk, Mail Porter and Letter Carrier to be used for assignments to the Postal Helper positions, etc. (24-PO).....	20- 3-31
Miss D. Plouffe, a qualified Clerk, Grade 2 (Bilingual), appointed as Junior Translator, Ottawa, etc. (PO-PS-71).....	9- 4-31
Mr. Jules Falardeau to be re-assigned to position of Senior Translator, Department of Immigration and Colonization. (I & C-H-306).....	23- 4-31
Successful candidates in the competition for Assistant Accountant, Finance, who are assigned to Auditor General's Office, as Audit Accountant, Grade 1, considered eligible for permanent appointment in this class. (39626G).....	18- 6-31
Joseph Harrington eligible for appointment as Caretaker, Galt, Ont., in the event of his name being reached. (OS-28535).....	23- 6-31
Eustache Pilon eligible for appointment as Clerk, Grade 1. (OS-27939).....	27- 6-31
Minutes of February 26th, 1931, to apply also to rejections on probation. (OS-28790).	14- 7-31
Re: Filling of Postal vacancies at Windsor where former incumbents were performing Postal Clerk duties. (5-PO-C53).....	17- 7-31
Persons who accept part time employment will not thereby become entitled to full time employment except as they qualify for it and as their names are reached on the current eligible list. (24-PO).....	31- 7-31

APPOINTMENTS—MISCELLANEOUS—*Continued*

	Date of minute
Promotions and appointments to junior grades in Customs Excise Service to be made on a fifty-fifty basis, filling positions as they become vacant alternatively by promotion from the Outports and appointment from the eligible lists for the Port. (5-NR).....	21-10-31
Miss Marg. Gougeon to be permanently appointed as Clerk, Grade 2, Toronto, P.O., under section 23 of the Civil Service Act. (OS-25578).....	21-11-31
Post Office Department's attention to be drawn to Section 23 (4) of the Civil Service Act. (PO-C24-3000).....	23-11-31
The Auditor General and the Department of Marine to be advised that the Commission will not issue certificates to cover employment of thirty-nine men who were employed by the Department without reference to the Commission and who are placed in positions not exempt from the Civil Service Act. (5-MA).....	12- 1-32
If the position of Inspector of Construction, Sumas, B.C., is unemployment relief work, such appointment may be made by the Department without reference to the Commission. (PW-DCE-3514).....	17- 2-32
Alfred D. T. Thornington, O.A.S., to be given trial as Cleaner and Helper, Toronto, notwithstanding the report of the medical doctor. (M-12226)....	26- 2-32
Appointment of H. C. Robbins as Postal Helper, Ottawa, departmental matter. (5-PO-C30).....	8- 3-32
Record of Charles Robson, Linesman, to be brought to the attention of the Department of Railways and Canals to ascertain if there would be any objection to his employment, etc. (R & C-WSO-190).....	18- 3-32
Permanent appointment of Alexander Buchan, qualified Postal Helper, approved as Clerk, Grade 1, in the absence of eligibles, etc. (PO-C73-11)...	13- 4-32
Re: P.C. 14/560 of 10-3-32, which provides that by the transfer of the accounting officers of the Soldier Settlement Board to the Department of Finance such officers will thereupon become permanent officers of the Civil Service. The Justice Department to be notified that these employees are temporary and cannot be made permanent without competition. (33-F-COMP.)...	15- 4-32
Mr. F. M. Hughes to be offered permanent appointment as Clerk, Grade 1, Fisher River Agency, providing he waives his right to permanent appointment as Grade 2. (IA-IA6-24).....	18- 4-32
J. G. Troup, Clerk, Grade 4, Winnipeg, to be transferred to position of Principal Clerk at present classification but, if the position is to be filled later, Mr. Troup not to have any claim over others. (PH-PWi-3).....	18- 4-32
Suggested appointment to the class Clerk, Grade 3, with a view to training the incumbent for promotion upon the eventual retirement of the Dockmaster at Lauzon, P.Q. (PW-CE-301G).....	20- 4-32
Re: Appointment of Misses M. M. F. Tremblay and G. Carriere to positions of Stenographer, Grade 2 (Bilingual), these two girls being the first two who have a knowledge of both languages. (PO-C24-2816 and 2818).....	22- 4-32
C. A. Bambrick to be placed on the eligible list for Radiotelegraph Operator and given appointment at Chesterfield Inlet, N.W.T. etc. (MA-R-1691).....	27- 4-32
Re: Re-employment of Alphonse Tremblay, who was released from the Post Office Department before instructions were issued to retain those whose names appear on supplementary eligible lists, irrespective of their standing on the revised list. (PO-C24-3370).....	14- 3-32
Department of Finance advised that, in future, application should be made first to the Commission for help for short periods. (F-ARG-3022).....	14- 5-32
Miss Alma McLeod's permanent appointment as Typist, Grade 1, under Section 35, to be considered in October when she will have completed one year's service in the permanent position (AGR-S-1313).....	16- 5-32
In the absence of eligibles, position of Customs Excise Examiner, Port Arthur, Ont., to be filled by assignment from the eligible list for Immigration Inspector. (C-38E-3001).....	27- 5-32
Dr. J. H. Digout to be appointed to position of Physician (Part Time) Richmond County and Chapel Island, N.S., as it is over a year since he was dismissed for political partisanship and was the only candidate in the previous competition. (IA-IAI-172).....	6- 6-32
R. L. Pilon, laid-off Chauffeur in the Department of the Interior, to be permanently appointed in the position of Packer and Helper, Department of P. & N.H. (PH-PA-494).....	23- 6-32
The Department of Justice to be advised that O. A. Laflamme ranks ahead of Mr. Fortunat Vincent on the eligible list for Prison Guard and that Mr. Vincent should be released and Mr. Laflamme assigned in his stead. (J-P-3140, 3141 and 3143).....	27- 7-32

APPOINTMENTS—MISCELLANEOUS—*Continued*

	Date of minute
<i>Re</i> : Circumstances under which Junior Fruit and Vegetable Inspectors will be offered employment. (38651-31NB)	10- 8-32
Issue of temporary certificates from April 1st to September 30th approved for civilian clerks who had been employed by the provincial police and who were taken over by the R.C.M.P. from June 1, 1928, and whose positions have been classified by the Civil Service Commission. (5-RCMP)	24- 8-32
Mr. W. J. Bruce, whose name is on the eligible list for Stenographer, Grade 2, to be offered employment as Typist, Grade 2, (Male), Toronto, Ont., in the absence of eligibles. (MA-M-29)	30- 8-32
A list of available eligibles, particularly lay-offs, to be prepared for employment on the construction of a portion of Trans-Canada Airway and the Department to be granted local selection where our eligibles are not available.	15-10-32
A temporary certificate covering the re-employment of Mr. G. M. Wilson as Lightkeeper, Mistook, P.Q., is not necessary as Mr. Wilson was a permanent employee until the light was temporarily discontinued and no Order in Council was passed dispensing with his services. (MA-CL-559 and 547).	7-10-32
Temporary certificates to be issued from October 1st, 1932, to March 31st, 1933, for civilian employees who have been taken over by the R.C.M.P. as shown on lists submitted, etc. (33-RCMP-(DUP.))	27-10-32
William C. Moir, who has been temporarily employed as a Customs Excise Enforcement Officer each summer season for the past eleven years, to be advised that he will not be assigned owing to his advanced age. (OS-5134)	9-11-32
Miss C. E. Dontigny, who was released because she was lower on the list than Miss M. Miller, to be re-instated January 1st, 1933, owing to the fact that she is a resident of Hull. (AGR-HA-3202)	29-11-32
The certificate issued in favour of P. Hammell as Junior Fruit and Vegetable Inspector at Freetown cancelled and the temporary employment of J. A. MacDonald approved at St. Peters instead	12-12-32
Department to be advised that Messrs. J. A. A. Bergeron and J. O. Parent, who originally qualified for a higher class, might be considered eligible for appointment as Sub-Collector of Customs and Excise, L. S. Outport, at Mansonville, P.Q., etc. (C-24D-14)	27-12-32
<i>Re</i> : Re-instatement of Mr. McNeil as Postmaster, New Waterford, N.S. (38610).	5- 1-33
The five names on the eligible list for Cleaner and Helper, Regina, No. 31493, to be submitted to the Department in order that a choice may be made, owing to the fact that strong able-bodied men are required and that the successful candidates are all disability cases, etc. (PW-CA3-3040)	5- 1-33
Names of R. T. Flint, and J. J. McQuaide, who qualified for Census Clerk and have had training in shorthand and typing, given to Department to fill position of Stenographer, Grade 2, (Male), in the absence of eligibles. (ND-MD3-2)	10- 1-33
The commission was not asked to make a new appointment to position of Postmaster at Iberville, P.Q., until December 22nd and the former Postmaster died on October 26th. (39833)	12- 1-33
J. O. Parent's appointment as sub-collector of Customs and Excise, L.S. Outport, at Mansonville, P.Q., approved instead of to the class Customs Excise Clerk and Examiner for which he originally qualified. (C-24D-14)	20- 1-33
Thomas Shellshear, being the only applicant, appointed to postmastership at Pioneer Mine, B.C. even though he does not meet the residence requirements in full. (39827)	6- 2-33
In the absence of eligibles, the Department to be asked to continue in the four positions of stationary engineer, Heating, Grade I, the men who have been assigned to other vacancies for one month, etc., if they meet the requirements. (PW-CA2-3012, 3017, 3021 and 3022)	14- 2-33
No original assignment is to be made from a list over two years old without the specific approval of the Commissioners. (24-1)	16- 2-33
The Auditor-General to be notified of the Department's failure to install a postmaster at St. Joseph d'Alma, P.Q. (34985G)	27- 3-33
Temporary employment of Miss Clara M. Stapf as Stenographer, Grade 2, approved in view of her experience and the Department's statement that the work will definitely terminate on December 1st, 1933 (R&C-WC-195B)	24- 4-33
Mr. H. Lehouillier, OAS, dismissed by O in C. and re-appointed by commission as a result of competition, to be assigned at minimum of class. (MA-SS-49)	17- 5-33
Order of precedence established for the assignment of stenographers. (RB-A-3019)	25- 7-33

APPOINTMENTS—MISCELLANEOUS—*Continued*Date of
minute

Lightkeeper at Quatsino, B.C. appointed from list of candidates for Race Rocks and Triple Island, both of which competitions were open to the province (MA-CL-1074).	27-10-33
Enquiry to be made as to how Mrs. M. I. Gibson was employed by Department of the Interior (OS-12214).	14-12-33
Reinstatement refused in case of Miss W. Gaudet, whose retiring leave had expired and whose retirement fund contributions had been returned to her. (MA-AG-211).	18-12-33
Mr. J. G. Ashfield, Census Clerk on loan to the Post Office department to be allowed to remain in the position of Clerk, Grade 2, until July 1, but the Department's request that he be appointed to the position disallowed owing to the number of eligibles ahead of him on the list. (PO-F-3055).	3- 3-34
Replacements for short periods which can be made in order of merit from eligible list, to be dealt with immediately after investigation before file is referred to commissioners. (SUB. 5 (Vol. 2)).	17- 3-34
Certificate of appointment for J. B. Painchaud, Signal Agent, Crane Island, P.Q., cancelled as having been issued in error (MA-SS-31G).	22- 3-34
W. McL. Barker, Principal of Aberdeen High School, Moncton, N.B. appointed supervising examiner at Moncton in place of Dr. C. J. Oulton, deceased.	2- 6-34
In cases of urgency, more than one name to be furnished Dept. (PW-CA3-3046T)	23- 7-34
Three men selected from postal clerk list for positions of postal helper to be retained to September 30th and consideration to be given to two men, Hector Bissonnette and Emile Marcotte, who were laid off from positions of postal helper and declared eligible for re-employment, who were inadvertently passed over. (PO-C24-3344).	3- 8-34
Certificate issued under Section 17 for payment of \$60 per annum to caretaker, Three Rivers Post Office for part-time services of two men as postal helper, postmaster to divide the money. (See case of E. Nadon, PW-CA3X-352).	22-10-34
Procedure re medical examination of appointees to Dept. of P. and N.H. (67-PH)	4- 2-35
Instructions to candidate re reporting on instructions from the Dept. to be made more definite. Request that employee's notification be forwarded through Dept. disallowed. (SUB 5 (Vol 2)).	16- 5-35
Order of precedence of eligibles for Powers and Hollerith machines. (PO-F-1452)	15- 6-35
Eligibility of H. R. Watson for appointment as hospital orderly, Grade 1, Montreal, cancelled until he can furnish proof of his overseas service. (PH-PMo-290).	9- 7-35
Position of Inspector of Dredging regarded as exempt and Department allowed to make temporary appointment. (5PW-(DUP.))	26- 7-35
Where loans cannot be arranged when requested by departments, assignment to be made from eligible list. (5 C.S.) (Board decision).	20- 9-35
Higher grade eligible assigned to lower position not to be disturbed when new eligible list for lower grade is established. (PH-PVB-3054).	29-10-36
Temporary employees occupying permanent positions during staff control regulations, who were the first available at time of assignment, to be made permanent under Sec. 35, regardless of lay-offs. (5-6).	11- 1-36
Permanent appointment of lay-offs to be proceeded with without regard to position on eligible list provided permanent positions are available and have been occupied for one year. (BPC-VA-7 and 7).	31- 1-36
Assignments to typist positions to be made from stenographer list rather than from clerk list. (C-50E-333 and ND-DB-70).	4- 3-36
Permanent appointment of lay-offs to be proceeded with, but other permanent appointments to be held in abeyance. (AGR-A-34).	12- 3-36
A. J. Gleam, appointed as returned soldier but subsequently found to have been court-martialled, to be retained in service notwithstanding. (C-13K-44)	25- 3-36
Various divisions of office of comptroller of the Treasury regarded as separate department for purpose of permanent appointments. (5 and 6).	27- 3-36
Appointments from postal clerk, letter carrier and mail porter lists to be made according to duties to be performed. (24-1-PO).	28- 3-36
Position of Junior Seed Analyst filled by male employee. (See case of Tom Ross.—AGR-S-3170).	4- 4-36
Before local selection is granted for clerical vacancy in large centres, a survey to be made of all the eligible lists for the district. (PH-PVB-3062).	9- 4-36
Permanent appointments of seasonal employees and caretakers to be completed. Treasury board to be asked if permanent positions already created may be filled within reasonable limits. (SUB. 33 (DUP. 3)).	21- 4-36
F. J. Stubbs not eligible for employment in view of physical condition as postal helper, Vancouver (M-39781).	13- 6-36

APPOINTMENTS—MISCELLANEOUS—*Continued*

	Date of minute
Gaston Quesnel, who was admitted conditionally to Census Clerk exam. not considered for employment on account of unsatisfactory record in post office department. (OS-11446)	15- 6-36
Charles Turney, who was rejected on account of physical condition, not considered for employment on postal work. (M.41098).....	15- 6-36
Eligibility of Louis Villeneuve for appointment to lower grade positions cancelled. Mr. Villeneuve, who stated on application form that he had had overseas service now states that he has not. (PW-CA2-172 and 35523-G-(Vol. 2))	7- 7-36
Participation in civic elections as Social Credit candidate not considered a barrier to appointment. (See case of C. W. Travers, OS-47226)	8-12-36
W. J. Baker, successful candidate for Clerk, Gr. 4, Prince Albert National Park, displaced by appt. of B. I. Strong, the second highest candidate under Mines and Resources Act. (OS-47649)	28-12-36
Office boys in Fisheries to be re-assigned if Dept. will not make them permanent. (FS-A-3005, 3006, 3007 and 3008).....	6- 1-37
Procedure in connection with appts. of Poultry inspector, dressed poultry. Check up of eligibles and necessity for competitions to be made in late summer, Dept. to make selections in order of merit from existing lists. (AGR-LS-3295)	19- 3-37
Unqualified postal employees, taken on for Christmas rush, not to be certified after April 1st, 1937.....	12- 4-37
Old eligible lists for fruit and vegetable inspector, Gr. 1. N.S. to be grouped according to counties instead of districts and candidates on old lists to take precedence over new. Where there are no eligibles in immediate locality, commission to confirm Dept's statement as to nearest resident before making appt. (36851-36-NS (Vol. 2))	19- 4-37
J. P. J. Nigra selected from postal helper list for perm. appt. as postal chauffeur. (PO-C30-393)	4- 6-37
P. L. Brulotte not to be assigned to Customs office at Hereford Road, P.Q. owing to the fact that his two brothers are employed in the Dept. in the same electoral district, but to be considered for employment at Chartierville and to have his eligibility maintained. (M.43138).....	6- 5-37
Laboratory helper positions in the dairy branch to be filled by the assignment of Jr. seed analysts during their off season from regular work, without prejudice to e.1 established for this class. (24-AGR)	8- 6-37
Naturalization waived in case of Mr. L. C. Benson. (ND-QMG-3014).....	23- 6-37
Certificates of appt. to issue under name commonly used provided person is identified with proof of age. Deed poll to be requested for change in name. (PW-CA2-417)	26- 6-37
Seasonal employee transferred to temporary position at close of his season, and temporary man, lower on eligible list, released. (5-NR)	12- 7-37
In order to complete appts. before 1-10-37, permanent certificates be issued "subject to completion of satisfactory evidence".	16- 9-37
Office boys not to be assigned at headquarters to positions that are clerical in nature. (37852G-(Vol. 11))	28- 9-37
Postal Clerk vacancies to be filled alternately by promotion and appointment. (5-PO-(DUP.))	1-10-37
In case of postal employees, certificate for three months or less to be issued as soon as possible after one month's employment, and checking re order of merit, etc., to be done during period of certificate. Privilege to be discontinued where any postmaster is found to be taking advantage.....	18-10-37
Appointments not to be made when there is evidence on file indicating a doubt as to whether or not they meet the requirements. (See case of Emile Delcorde, PW-CA2-160)	4- 1-38

APPENDIX 7

APPOINTMENTS—POST OFFICE STRIKE

	Date of minute
Preference temporary employees, Toronto Post Office. (5-PO-C49B).....	17- 2-25
Above apply to Montreal P.O. also. Appts. to date from 1-7-24. (5-1-G).....	26 -2-25
Procedure for re-employment of persons dismissed as a result of staff adjustments approved in Toronto P.O. (66-PO-(Vol. 2)).....	18 -3-25
Eligibility of persons examined and assigned to duty at time of strike for perman- ent appointment, subject to continuous service. (OS-5694) p.20.....	21 -8-25
Re: proposed bill for benefit of former employees of Postal Service who were dismissed on account of strike, May, 1919. (66-PO-(Vol. 1)).....	18- 3-26
Clause 1 of proposed bill amended.....	24 -3-26
Department to submit recommendation.....	1 -4-26

APPENDIX 8

APPOINTMENTS—SECTIONS 22, 33, 34, 35 and 40

Extracts from Minutes	Detail	Date of minute
Section 22. Authorization of Council to be obtained for position in second Dept., except where salary is \$200 or less per ann. (25-38G).....		6 -3-24
Section 22. Re: Enquiry from M. & F. as to whether certificate considered as effecting a perm. appt. (22522).....		7 -1-26
Section 33. Amendment ordered submitted to Council. (AGR-A-69).....		3 -3-24
Section 33. Also (24-G).....		17 -3-24
Section 34. To be strictly adhered to.....		21 -1-24
Section 35. To be eff. Jan. 1-24.....		8 -1-24
Section 35. Not eligible for perm. appt. until 1 yr. after date of establishment off E.L. (PO-115-12)		19- 1-24
Section 35. If position to which appt. is recommended has been vacant a year and employee has been occupying position with same class'n for that length of time, employee eligible for appt.		21 -1-24
Section 40. Application to City Post Office not to be enforced until July 1st, 1924. (33-PO)		16- 4-24
Section 40. To be strictly adhered to regardless of incumbent. (10-1).....		26- 5-27
Section 35. When extensions are requested where the original requisition has been for less than six months, Dept. to be asked to state definitely for how long employee will be required. Refuse to make perm. under this section any person whose employment was represented as temp. in original requisition, etc. (10-1)		9-11-28
The eligible on the Stenographer, Grade 2, list at North Bay, Ont., to be asked whether she would be willing to accept temporary employment as Steno- grapher, Grade 1. (MA-R-3061)		15- 2-33
If the Steno. Gr. 1, at Lethbridge now employed in the Dept of Agri. is to be released she is to be offered employment in position MA-R-3062. If not, in the absence of eligibles, the eligibles on the grade 2 list to be asked whether any of them would be willing to accept temporary employment as Steno- grapher, Gr. 1. (MA-R-3062).....		15 -2-33
Section 40. Establishment of positions beyond 12 months to be authorized by Council, etc. (10-1).....		26- 4-27
Miss E. M. Lyons appointed as Stenographer, Gr. 1, Saskatoon, Sask., under Section 33 of the C.S. Act. (MA-R-1013).....		18- 4-33
Submission of Report to Council approved recommending the temp. employment of Mr. G. Dill as Principal of Indian School, etc. (IA-A-3031).....		25- 4-33
Competition for Inspector of Insect Pests to be cancelled and appointment, if required, to be made from eligible list for Insect Pest Investigator. (AGR- E-3297 and 3101)		6- 5-33
Employment of Mr. J. Bjerkness as a Meteorological Expert for thirty days at \$250 per month, when approved by Council. (MA-M-3048).....		23- 5-33
Mr. W. Hill appointed as Audit Accountant, Gr. 2, Ottawa, under Section 33. (AUD-A-3007)		5- 6-33
First two available on Clerk, Gr. 2, list appointed to positions of Clerk, Gr. 1, Montreal, under section 33. (C-10D-367 and 368).....		5- 6-33
No report to Council considered necessary for payment of \$7 per day to Miss V. Curren, Graduate Nurse, for three days. (H-Q-3020).....		10- 6-33

APPOINTMENTS—SECTIONS 22, 33, 34, 35 and 40—*Continued*

	Date of minute
Report to be submitted to Council recommending the continued employment of Mrs. Evelene Spencer as Demonstrator and Lecturer, etc. (FS-A-3003)...	15- 6-33
Employment of J. J. Wall as Eye Specialist, under Section 40. (IA-A-156)....	22- 6-33
An eligible from the Steno., Gr. 2, list to be assigned to a position of Steno., Gr. 1, Montreal, in the absence of eligibles under Section 33. (AGR-HA-3118)	26- 6-33
Certificate for Rainfall Observer at Banff to be issued to the "Park Warden" without name. (MA-MX-116)	14- 9-33
Certificates for R.C.M.P. Officers employed as Indian Agent, P.T., to be issued in favour of officer stationed at certain point, without name. (IA-IA6-131)..	18- 9-33
Miss H. E. Christy, Steno., Gr. 2, Ottawa (AGR-LS-588), under Section 35, when permanent appointments are permissible	24-10-33
Miss J. W. Owens, Steno., Grade 2, Toronto, under Section 35, when permanent appointments are permissible. (AGR-LS-3078).....	24-10-33
J. T. Charland, Poultry Fieldman, St. Francois, P.Q., eligible for appt. when the ban on perm. appts. is removed, under Section 35 of the Regulations. (24-AGR)	11-12-33
Stationary Engineer, Heating, Grade 1, assigned to Cleaner and Helper in temporary capacity pending competition for permanent appt. (PW-CA3-1149S)	21- 2-34
Employment of Mr. D. B. Carswell as Marine Engineer, Sorel Shipyard, extended under Section 40 of the C.S. Act. (MA-SY1-3002).....	15- 3-34
Continued employment of Dr. J. J. Wall as Eye Specialist, under the provisions of Section 40 of the Act, authorized. (IA-A-156).....	21- 3-34
Vacancies for Hollerith Machine Operators to be filled by experienced operators from Census Staff. (39385-1G)	23- 4-34
Pending passage of Radio Act, employment of technical staff authorized under Section 40	26- 5-34
Seed analysts not required in that grade to be assigned as Junior Seed Analysts in preference to eligibles for latter grade. (24-AGR-(DUP.)).....	12-10-34
W. F. Chown, successful candidate for Audit Accountant, Grade 2, assigned as Accountant Examiner, Agricultural Economics Branch. (40007).....	16-10-34
Cleaner and Helper, Halifax, assigned from Caretaker list. (PW-CA3-154S).....	13-12-34
Assignment Branch authorized to offer Grade 2 stenographers appointment as Grade 1 in absence of eligibles without referring each case to Commissioners. (AGR-HA-3057)	19- 3-35
Appt. of Dr. A. K. Eaton as Taxation Investigator on strength of his having established his eligibility for appt. as Third Secretary, approved. (F-A-57)	18- 3-35
S. D. Hicks assigned from Insect Pest Investigator list to position of Inspector of Insect Pests. (AGR-E-3297)	18- 6-35
Assignments as Laboratory Helper made from Clerk, Gr. 1, 19st. (H-F-3023)..	25- 9-35
Lay-off whose name was never placed on eligible list considered eligible for appt. under Section 35 because of having been employed for three years. (See case of W. R. Gillanders, AGR-P-12).....	25-10-36
Temporary employees occupying permanent positions during Staff Control Regulations, who were the first available at time of assignment, to be made permanent under Section 35 regardless of lay-offs. (5-6).....	11- 1-36
Order of eligible list to be observed within Dept., but not between departments. Examiner and Assignment Branch to confer before recommending appointments. (5-6)	26- 2-36
Postmaster to continue to act as Caretaker, part-time, in the smaller public buildings when requested by P.W. Dept. and concurred in by P.O. Dept. (PW-CA3-103)	3- 4-36
In making appts. under Section 35, order of merit within branch or division to be observed without reference to Dept. as a whole (5-T&C-S-(DUP.)) ..	28-11-36
Appts. may be effective from any date within fiscal year, notwithstanding date of Minutes entry. (AGR-A-19 and 25).....	22-12-36
Appts. of G. A. Martineau as Asst. Patent Examiner and Mrs. V. M. Morris as Stenographer, Grade 1, Ottawa, under section 35. (SS-P-37 and SS-C-35)..	23- 7-37
Miss M. R. G. Larose appointed before completing one year in permanent position. (SS-T-125)	27- 9-37
Requisition for part-time employment of officer holding position to pass from Org. to Examiner and thence to P.S. for entry in Schedule Minutes. (SUB. 31-(Dup. 5))	15-11-37
J. E. Adams apptd. Asst. Photographer under Section 35. (T&C-S-39).....	2-12-37
Lt.-Col. G. Ogilvie apptd. as Chief of Explosives. (ND-QMG-3051).....	26-11-37
Miss A. M. Wilson appt. Steno. Gr. 1, under Section 35. (CS-A-248).....	6-12-37

APPOINTMENTS—SECTIONS 22, 33, 34, 35 and 40—*Concluded*

	Date of minute
Misses M. Paquin, R. Christie, S. Gascon, L. Leclerk, M. C. B. Malette and C. Marston appointed as Clerk, Gr. 1, under Section 35. (T&C-S-920).....	9-12-37
Miss Jean Simpson and Yvette Saurial apptd. as Stenographer Gr. 1, Ottawa, under Section 35. (T&C-S-922 and 466).....	13-12-37
Miss M. Charette and M. V. Baker apptd. as Clerk, Gr. 1. (T&C-S-403 and 31)	15-12-37
Misses O. I. O'Hara, D. M. Smith, M. S. Corbeil, C. F. Watson and M. E. Roger apptd. as Steno. Gr. 2, under Section 35 of the Regulations. (T&C-S-127, 127, 128, 408 and 879)	17-12-37
Misses M. O. A. Seguin and M. R. D. Archambault, also Victor Gratton, under Section 35. (T&C-S-2373, 2326, and 384).....	18-12-37
Miss M. F. Bratton apptd. as Statistical Clerk, Gr. 3, under Section 35. (T&C-S-410)	24-12-37

APPENDIX 9

APPOINTMENTS—SUBJECT TO PHYSICAL FITNESS

	Date of minute
Further assignment of Milton McLatchie subject to physical fitness. (OS-4000)	11-11-26
Probationary period of J. T. Rippon to be one year during which his health is to be carefully observed. (FT-WBR-34).....	27-11-36

APPENDIX 10

APPOINTMENTS—TEMPORARY

	Date of minute
Assignment Branch to be instructed to make no temp. assignments to perm. positions, except on the recommendation of the Exam. Branch and the approval of the Commission.....	22- 9-21
Geo. Marlow, perm. Clk. Gr. 2, M. & F. Toronto, not to be given temp. employment as Postal Helper (part time). (PO-C49-2050).....	24- 9-26
When an assignment is authorized as a result of special competition, Assign. Br. to issue a temporary certificate on receipt of notific. from Dept. that the person to be assigned has reported for duty, etc. (SUB-5).....	19-10-28
Appts. to be made from E.L. for Hatchery Assistant, and those who give satisfactory service and who pass an exam. in Fish Culture within 12 months after date of first appt. to be made permanent. (39232G).....	22- 7-30
Question of obtaining the approval of the Gov. Gen. in Council for the continuance of temp. employees in city post offices in positions which have been more than one year in existence under Section 40 of the Reg. (43-PO-C)	8- 4-32
Temp. employment of Mr. H. Davis, OAS, approved as Steno. Gr. 2, Toronto, (C-50E-3062)	20- 4-32
Extension of temp. employment of L. P. Boucher as Postmaster at St. Adolphe de Dudswell, P.Q., to May 26 only, the date of the new legislation. (39675T)	7- 6-32
Temp. employment of E. D. Walker in position of Overseer, Hull Construction, Lauzon, P.Q., approved. Dept. to be advised that Mr. Walker was placed in the position before the Commission had had any opportunity to fill same in accordance with the Act and that failure to obtain qualified candidates from first advertisement necessitated confirming him in the position and precluded the possibility of extending the comp. throughout the Province. (MA-A-3039)	21- 6-32
Re: Extension of temp. positions. It will not be necessary for Depts. to send recommendations to Council.....	22- 7-32
Thomas Flannagan, OAS, assigned temporarily from the E.L. for Stationary Engineer, Heating, Gr. 2, in a grade 1 position, in the absence of eligibles. (ND-CE-575)	3-11-32
Mr. J. L. Beaupre assigned, temporarily to position of Audit Accountant, Grade 2, Ottawa, for six months in the absence of eligibles. (AUD-A-3004).....	2-11-32
Mr. Leonard Kent assigned temporarily as Audit Accountant, Gr. 2, Ottawa, in the absence of eligibles. (AUD-A-3005).....	2-11-32

APPOINTMENTS—TEMPORARY—*Continued*

	Date of minute
Miss P. H. Pipe, as Jr. Seed Analyst, provided she waives her rights to appt. as Seed Analyst, on which list her name appears. (AGR-S-201).....	19-11-32
Miss Rosa D. Galipeau's extension approved because the delay in discovering the misrepresentation of age in her case was due to our own procedure, etc. (AUD-A-3301).	30-12-32
Miss Bertha McCrea's temporary employment as Steno. Gr. 1, approved, pending the establishment of an eligible list at Vegreville, Miss McCrea being one of the civilians temporarily employed by the Province under the R.C.M.P. Act. (RCMP-A-3106).	19- 1-33
Temp. assignment from E. L. for Excise Tax Auditors, Province of Quebec, if satisfactory to the Dept., approved, and the position of Head Clerk Office of the Supt. of Bankruptcy, Ottawa, to be advertised in the <i>Canada Gazette</i> . (SB-A-3002).	20- 1-33
Extension of temp. employment of two part time Postal Helpers at Toronto whose names appear on a lapsed full time list for part time employment and two temporary part time employees who were qualified for part time employment only approved, but Dept. to be asked to see that Messrs. Wise and Plouffe, who were released from full time positions and whose eligibility was preserved, should be returned to employment as soon as possible. (OS-25513).	20- 1-33
Services of R. Laviolette, who misrepresented his age at exam. to be continued in a temporary capacity after the expiration of his present certificate. (AGR-LS-3002).	25- 1-33
Issue of temporary certificates from April 1 to September 30 approved for civilian clerks who had been employed by the provincial police and who were taken over by the R.C.M.P. from June 1, 1928, and whose positions have been classified by the Civil Service Commission. (5-RCMP).....	24- 8-32
Mr. J. H. Desjardins, Railway Mail Clerk, to be required to resign his perm. position in order to legalize the temporary certificate as Postmaster at St. Jerome, P.Q. (39781).	1- 3-33
Leonard Emms, who lacks one year's residence, for 30 days as Prison Guard....	8- 8-33
Temporary employment of Jack Quigley as Cleaner and Helper, Montreal, approved, in view of the Dept.'s explanation that it considered this class exempt from the Act. (I&C-E-312).....	1-4 -33
Certificate issued for six months from April 1, 1933, for Dr. H. V. Kent, who has been employed without certificate since 1912. (IA-IAI-52).....	8- 5-33
Extension certificate, effective 1st April, 1933, to be issued for W. A. Nelson, who was assigned by Commission in 1920 but whose employment since then has not been covered by certificate. (ND-RMC-49).....	9- 5-33
Temporary employment of G. G. McLeod approved as Clerk, Gr. 3, Mr. McLeod being selected from the list of candidates for Actuarial Clerk.....	22- 5-33
Certificate issued for six months from April 1, 1933, for Mr. P. Bouchard who has occupied position of Constable, Indian Reserve (part time) without certificate since 1927. (IA-IA5-186).....	27- 5-33
Certificate issued for six months from April 1, 1933, for Mr. C. Bessaw who has occupied position of Constable, Indian Reserve (part time) without certificate since 1912. (IA-IA5-316).....	27- 5-33
Certificate issued for six months from April 1, 1933, for L. Hayes, who has been employed since 1918 without certificate. (IA-IA2-60).....	13- 6-33
Treasury Board asked for opinion regarding temporary seasonal employment of persons sixty-five years of age. (AGR-F-3298).....	23- 8-33
Temporary employment of Napoleon LeBel approved as Office Boy, Ottawa, even though authority has not been received from Treasury Board for the continuance of the position. (ND-A-3000).....	25- 8-33
Temporary employment authorized of employee who was retired by mistake. (See case of J. T. Rippon). (OS-33685).....	5- 9-33
S. H. Pettit, Wool Grader, Weston, notwithstanding lack of residential qualifications. (AGR-LS-3070).	12- 9-33
A. W. Hebb, Jr. Fruit & Vegetable Inspector, sixty-six years old, pending competition. (AGR-F-3025).	19- 9-33
F. W. Washburn for six months from October 1, 1933, as Jr. Fruit and Vegetable Inspector, even though he is over sixty-five years of age, owing to the fact that there are no eligibles at Guelph. (AGR-F-3335).....	17-11-33
Lists for Stenographer, Gr. 1 and Gr. 2 to be furnished R.C.M.P. (RCMP-A-3051T).	4-12-33
Names of ten Stationary Engineers to be furnished Public Works Dept. for emergency appointments. (24-PW).....	6-12-33

APPOINTMENTS—TEMPORARY—*Concluded*

	Date of minute
Miss V. M. Brakes, Victoria, B.C., Provincial Government employee, certified as Stenographer, Gr. 1, for one month to cover contribution of Federal Department towards her salary. (AGR-E-3006).....	26-12-33
Employment for eight weeks, half-time, covered by certificate for four weeks full-time to simplify superannuation calculations. (Mrs. M. M. Smart, INT-DL-3106)	20- 2-34
Miss M. Zirnhelt, Operator Lineman, without naturalization. 100 Mile House, B.C. (PW-T-737T).....	31- 1-34
Mrs. M. M. Smart, Typist, Gr. 2, Winnipeg, one-half of each day for eight weeks. (INT-DL-3106).....	20- 2-34
Messrs. H. Claydon, M. Gauvreau, E. A. Dube, J. A. LaPerriere, and E. Charette, Labourers, whose positions have been reclassified to be certified for six months but to revert to classification of Labourer if required. (33-P&S-(DUP.3))	12- 3-34
C. A. Bourdeau, Clerk, Gr. 1, to Clerk, Gr. 2, Oral exam. on duties of office only, to be required as assignment is purely temporary. (R&C-Q-3024).....	17- 4-34
Retention of employees who stand lower on list than others who have been released from same Dept. to be questioned before another extension is issued. (10-1).....	1- 5-34
Temporary employee replacing a permanent employee to be paid if possible from Civil Government Salaries. (See case of E. Gougeon, CS-A-76).....	7- 7-34
J. E. Kemp's temporary employment as Caretaker, Gr. 1, Pincher Creek, Alta., approved. Mr. Kemp is considered to have retained his eligibility although his employment during the past year has not been under certificate of Commission due to fact that his salary was reduced to below \$200. (ND-CE-3224)	5-11-34
Replacements not to be retained beyond return to duty of regular employees. (See E. R. Vivian, PW-T-651T).....	4- 2-35
Further extension for Miss E. M. Hallett, Sec. to Exec. in Minister's Office, refused. Appt. to be made by Order in Council. (AGR-A-3028).....	2- 4-35
Sister Marie Louise Duport not naturalized. (INT-NT-3068).....	18- 6-35
Miss H. L. Finnegan not naturalized. (PH.PLoX-51).....	18- 6-35
H. L. Trueman, Editor, Gr. 1, not naturalized. (40067).....	29- 6-35
Extension files to be passed direct from O.B. to Assign. Br. and only doubtful cases to be referred to Examiner. (31-10).....	18-10-35
Proposal of Post Office Dept. to employ six different men within a period of fifteen weeks. (5-PO-C64).....	7- 7-36
In order to avoid delays, interim certificates for temporary employment to be issued up to three months while evidence is being collected. (SUB.5-(DUP.4))	21- 9-36
Depts. to be warned that extensions for unqualified employees may not be granted if said employees do not take advantage of first opportunity to qualify. (SUB.24-(DUP.5)).....	13-10-36
Procedure laid down in regard to employment of Grain Trackman and Grain Samplers, Department of Trade and Commerce. (5-T&C-GC-(VOL.3))....	15-10-36
Outline of scheme for issuing group certificates in connection with extensions for each six-months' period. (10-1).....	1- 2-37
Procedure approved for employment of Letter Carriers for emergency work in staff post offices. (5-PO-(DUP.)).....	6- 7-37
New procedure for handling extensions by list system approved. (10-1).....	12- 8-37
Employees taken on in the City Post Offices from the eligible lists to be certified immediately for the current six months' period if employment dates back more than one month. One certificate to cover all short periods. (SUB.31-(VOL.3))	26- 8-37
A promotion delayed by retiring leave and entailing actual loss of income to be covered by temporary certificate without requiring resignation. (See T. T. Stevenson, T-M-AN-365).....	2-11-37

APPENDIX 11

APPOINTMENTS—VOCATIONAL TRAINING

Extracts from Minutes	Detail	Date of minute
Cleaner and Helper not considered as coming under P.C. 2944. (61G. Vol. 2)...		10- 3-24
Officer of E.B. to confer with S.C.R. to ascertain whether, when an E.L. exists for above class, P.C. 2944 should take precedence.....		14- 4-24
To apply to future cases only.....		26- 4-24
Re: Question as to whether, in the interest of the Service, positions of Elevator Operator should be filled by promotion or by training O.A.S. (amputation or disability cases), under P.C. 2944. (5-23G).....		2- 8-24
Decisions (5-23G)		29- 8-24
Procedure in selecting student for training. (61-G-Vol. 2).....		15- 9-24
P.C. 2944 to be amended.....		7- 1-25
Justice to be asked whether P.C. 2944 is not ultra vires.....		31- 3-25
Re: Training of disabled men.....		22- 7-25
Re: Cases of M. H. Fagan and H. F. Collins. (PO-C30-3014 and 3017).....		22- 9-26
Oral exam. to be substituted for written exam. in case of D. J. Cascaden. (AGR-H2-3006)		15- 3-27
Re: Vocational students for class Insp. of Weights and Measures. (R. A. Stuart—37942)		10- 5-27
P.C. 2944 not intended to cover positions of Clerk, Grade 4, but only lower grade positions of semi-technical and mechanical nature. (Sub. 61, Vol. 2)..		28- 2-28
Re: Justice ruling that Order in Council required exempting position before appt. under P.C. 2944. (Sub. 61, Vol. 2).....		13- 3-28
Copy of the ruling of Dept. of Justice dated January 16, 1929, to be sent to the Dept. of P. & N. H. and the Dept. to be advised that in view of the fact that what was agreed to between the Dept. and the C.S.C. is now declared illegal in so far as restricting a comp. to disab. cases is concerned. In future, selections for appt. should be made on the basis of open competition, etc. (Board Decision).....		12- 2-29
Frank Jones not to be given vocational training. (MA-M-74).....		19-11-30
Leslie R. McKenna not eligible for appt. as Photographer, but to be given training for another position if the Dept. of P. & N. H. can find one under Order in Council P.C. 214/1130. (INT-ND-180).....		9-11-31
Andre Jalbert to be given further period of training under P.C. 214/1130 as Customs Excise Examiner. (C-13D-68)		18- 4-32
Dept. of P. & N. H. authorized to place a man in training for a position of Elevator Operator, St. John, and Mr. B. W. Wilson recommended for special consideration, etc. (PW-CA3-260G)		2- 5-32
Andre Jalbert to be given another month's training as Customs Excise Examiner at Quebec and to be given another qualifying exam. after the completion of this period of training. (C-13D-68).....		14- 5-32
Position of Lay Inspector, Manitoba, to be filled by vocational training of a disabled returned man, etc. (AGR-HA-3176).....		16- 8-32
Position of Lay Inspector, Packing Plant, Montreal, to be filled by placing a disabled returned soldier in training. (AGR-HA-763).....		30- 8-32
Position of Lay Inspector, Packing Plant, Calgary, Alta., to be filled by placing a disabled returned soldier in training. (AGR-HA-1148).....		30- 8-32
Dept. of P. & N. H. to be asked for names of suitable disability cases with a view to selection of the one regarded as most suitable for training for a position of Elevator Operator, Calgary, Alta. (38-PW).....		23- 3-33
Number of disability cases, preferably amputations, to be obtained from Dept. of P. & N. H. in order that a selection of the one most suitable may be made for position of Elevator Operator, Edmonton. (PW-CA3-1160).....		18- 5-33
Number of disability cases, preferably amputations, to be obtained from Dept. of P. & N. H. in order that a selection of the one most suitable may be made for position of Elevator Operator, Moose Jaw. (PW-CA3-1010).....		18- 5-33
Dept. to be asked whether Mr. MacPherson is considered as so handicapped in competing for employment in the local market as Blacksmith as to require training in a position such as Elevator Operator. (PW-CA3-1160)..		24- 7-33
D. M. McPherson eligible for training as Elevator Operator. (PW-CA3-1160)..		10- 8-33
Training for Elevator Operators only to be resorted to in exceptional cases and where promotion is not possible. (SUB. 61-(VOL. 2)).....		10- 5-34
Second period of training given to E. Batty for Lay Inspector. (AGR-HA-919)		25- 2-35
Messrs. G. W. Collins and William Butt to be taken on for training under P.C. 214/1130 for one month and to be permanently appointed if satisfactory as Elevator Operator. (5-PH).....		8- 9-37
Vocational training not intended for men with only 10 per cent disability. (5-PH)		20-11-37

sv. Doc
27
m
-
SESSION 1938

CA1XC2
-38C58
HOUSE OF COMMONS

SPECIAL COMMITTEE

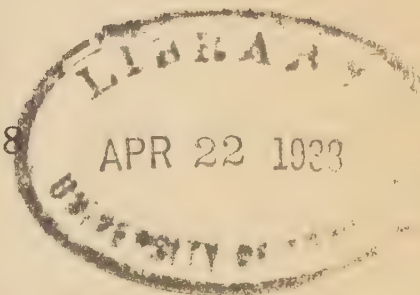
ON THE OPERATION OF THE

males
CIVIL SERVICE ACT, 1938

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 12

THURSDAY, APRIL 7, 1938



WITNESSES:

Col. C. H. L. Sharman, Chief of the Narcotic Division, Department of National Health.

Mr. C. H. Bland, Chairman, Civil Service Commission.

OTTAWA

J. O. PATENAUDE, I.S.O.

PRINTER TO THE KING'S MOST EXCELLENT MAJESTY

1938

MINUTES OF PROCEEDINGS

April 7, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 a.m. Mr. Pouliot, the chairman, presided.

Members present were:—Messrs. Boulanger, Clark (*York-Sunbury*), Deachman, Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, MacInnis, MacNeil, McNiven (*Regina-City*), Mulock, O'Neill, Pouliot, Spence, Stewart and Tomlinson.—18.

In attendance:—

Mr. C. H. Bland, Chairman, Civil Service Commission;

Mr. A. Potvin, Commissioner, Civil Service Commission;

Mr. J. H. Stitt, Commissioner, Civil Service Commission;

Col. C. H. L. Sharman, Chief of the Narcotic Division, Department of National Health.

The Chairman informed the Committee that he had received a letter from Mr Wm. Foran regarding his relatives in the Civil Service, and suggested reading part of that letter to the Committee.

Mr. GLEN: moved:

That Mr. Foran's letter together with all other letters of a similar nature, be filed with the Clerk of the Committee

Mr. GLEN, by leave of the Committee, withdrew his motion.

On motion of Mr. Tomlinson,—

Resolved:—That Mr. Foran be called and examined under oath at the next meeting regarding his relatives and connections.

Col. C. H. L. Sharman was recalled, and further examined. He was asked to produce a copy of the Order in Council of 1932 abolishing all vacant positions in the civil service; also to submit the names of the four clerks appointed to his Branch stating whether they are returned men.

The WITNESS: retired.

Mr. C. H. Bland was recalled, further examined and retired.

On the suggestion of the chairman it was agreed to print further excerpts from the Civil Service Commission's Register of Rulings.

The Committee adjourned to meet again at the call of the chair.

J. P. Doyle,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

March 7, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Gentlemen, it is rather difficult to start with the witness, Colonel Sharman, before Mr. Fournier comes in. I think he will be here in a moment.

However, there are three things I would like to tell you. I have not yet written to Sir Francis Floud as it will be impossible for him to attend before the recess. What do you think of inviting him any Tuesday, Wednesday, Thursday or Friday after the recess, either in the morning at 11 o'clock or in the afternoon at 4 o'clock?

Mr. TOMLINSON: Quite all right.

Mr. GLEN: Or at whatever time will suit him.

The CHAIRMAN: Then I will write him to-day. The second thing, gentlemen, is that I have received a letter from Mr. Foran about his relatives. The letter is dated April 4, and, if you have no objection, I will mention his relatives and connections and the jobs in the departments, and I will leave the original letter with the clerk to be shown to any member of the committee, but not to the press.

Mr. MACINNIS: Mr. Chairman, before you proceed with that, did we not have a motion passed here to the effect that all that information should be required from the department? Furthermore, had we not better leave the letter until we have all the information, without making a special procedure of Mr. Foran's letter? That is merely a suggestion, but I think it would be better if we did that.

The CHAIRMAN: Well, gentlemen, if you have no objection, I will do that this morning; I will leave the letter with the clerk and afterwards the committee will decide what we want to do with it.

Mr. MACINNIS: Yes, I think that would be better.

The CHAIRMAN: I have nothing to hide. But I do not want the press to carry any names now, and the clerk will have the letter and any member of the committee will have the opportunity to see it.

Mr. BOULANGER: Mr. Chairman, did you get any replies from anyone else?

The CHAIRMAN: The Clerk has received some answers from deputy ministers who have no relatives, four or five answers, and when he has all of them everything will be reported to you.

The letter Mr. Foran sent states that he has neither thirty nor forty relatives in the service. He has one brother-in-law who became his brother-in-law twenty-eight years ago, and who is assistant chief engineer in the public works department. Mr. Foran says about him:—

I presume, however, that as it was some years before the Civil Service Commission was established—

Mr. DEACHMAN: Mr. Chairman, when this report is being made in regard to Mr. Foran, would it not be well to have him here?

Mr. TOMLINSON: I think it is only fair.

Mr. DEACHMAN: I suggest that is the only fair way to do it, and I also enter this protest: Mr. Foran was asked here one day, or told, how many relatives he had, and to go home and count them up. Literally, that was the suggestion. I think that was the suggestion made, and there was no correction at the time or no opportunity given to him to make any explanation. I think in so far as possible witnesses before this committee, no matter who they are, ought to be treated with scrupulous fairness.

Mr. MACINNIS: Hear, hear.

Mr. DEACHMAN: I also think there should be no attacks made upon a witness. If we have a witness before us, such as we have this morning, who is an expert in his own line, he cannot be considered an expert in a number of other things; and, therefore, I think we should ask him questions about the subject of which he has particular knowledge. There is no reason why we should attack him on principles of civil service employment or what he has done in remote years.

Mr. MACINNIS: I raised that point before you came in, Mr. Deachman, and I thought the committee had decided that this letter should lie over until we had all the information in regard to Mr. Foran's relatives in the service. I was rather surprised when the chairman proceeded to give the information contained in the letter, although I did not make a second protest. I think it would be much better to give the letter to the clerk and leave it until we have all the information.

The CHAIRMAN: Gentlemen, first of all, I started to read that letter after the committee had agreed on its reading, firstly.

Mr. MACINNIS: I did not take it that way; I may have been wrong.

The CHAIRMAN: I want to be fair to Mr. Foran, and I may tell you gentlemen that I had extensive correspondence with him, and I have no time to carry such correspondence. There are some very lengthy letters here. This one is quite a lengthy letter; there is information in it, and I do not want to cause anyone trouble, but I submit to you the facts, and the facts are the number of relatives and the jobs. I do not say they have been appointed through Mr. Foran. He was not attacked, notwithstanding what Mr. Deachman has said. He was asked a question.

Mr. DEACHMAN: There is an attack upon a man if statements are made and he is not given an opportunity to respond at the time. I am going to give you an illustration. Suppose I make remarks about Mr. Glen—because I make them more frequently about him than anyone else, though we are good friends—that is all right, because he has a chance to defend himself. But when a statement goes out in one issue of the proceedings of this committee and weeks elapse before the man has an opportunity to reply, if those statements happen to be false, he will never catch up with them in God's world.

Mr. JEAN: They cannot be false if they are contained in his letter.

Mr. MACINNIS: I move that the letter be filed with the clerk and that it be considered when we have all the information along this line for which we have asked.

The CHAIRMAN: I am ready to do anything that pleases you, but I think it is fair to state the facts before the committee.

Mr. TOMLINSON: What are Mr. Foran's wishes as indicated by that letter?

Hon. Mr. STEWART: That is what I had in mind. Did he wish the letter placed before the committee as soon as possible, or anything of that kind?

Mr. Deachman used the word "attack". I do not think he quite meant that. There was no attack, but there was undoubtedly a reflection, an insinuation,

which inevitably flows from a question of that kind, even from a statement. All sorts of speculative theories are built up around a statement that any man has forty or thirty relatives in the civil service. Those who are looking for that sort of thing rush to the conclusion that it is true. So that if Mr. Foran expressly desired to have this matter cleaned up at once, I think possibly his wishes should be made clear.

The CHAIRMAN: First of all, Mr. Stewart, I thank you for your remarks to the effect that there has been no attack, and, moreover, there was no reflection at all and no insinuation concerning Mr. Foran. He was given an opportunity to clear the sky of rumours that were spread in this house and in the city of Ottawa for a great many years. That is the first point. The second point is that the civil servants must understand now that when they are asked questions, any sort of question, no attack is being made on them. They may be criticized fairly or unfairly, but that does not constitute an attack. If a member of the committee says something to another member which is irregular it might be considered an attack; but as we vote estimates for the payment of the salaries of the civil servants we are free to criticize them, and no one shall escape criticism or praise when he deserves it. That is well understood, and therefore, the word "attack" is considered out of order when a member of the committee deals with any public servant whether in the commission or not.

Mr. HARTIGAN: Mr. Chairman, I suggest that we are splitting hairs here, and I do not think there is any need for any member of this committee to take a holier than thou attitude on this question. The whole thing is, for what purpose are we here? We should determine what comes within the scope of our investigation and what does not. That is the whole question. As I see it, we are here appointed by the house to investigate conditions relative to the Civil Service Commission. The mere fact that we are here appointed for that purpose does not mean that we are biased, that we have an axe to grind or that we are trying to bring the service into disrepute. Far from it. We are here for the sole purpose of trying to see if we cannot bring the Civil Service Commission up to a higher plane of efficiency for the good of the government and for the good of the country. That is the purpose for which we are here, and there is no need of any member thinking that because he is adopting a holier than thou attitude there are others in the committee who are trying to antagonize the Civil Service Commission. I do not think that is the case at all, and I impute to everybody the highest motive. We are here for the purpose of improving the service and cleaning up whatever defects there may have been in the past. If there have been difficulties in the past over which the Civil Service Commission could not exert beneficial influence, it may be as a result of our deliberation that we will be able to arrive at a conclusion that will materially help the Civil Service Commission in rendering better service to the country.

The CHAIRMAN: Those are very valuable remarks, Dr. Hartigan. Gentlemen, I will not leave with the clerk only the letter of April 4, but I will leave with him all my correspondence with Mr. Foran. You will see that the information I got was received drop by drop, after lengthy correspondence. I do not want to annoy or cause trouble to anyone; the only thing I want to do is to submit facts to you, facts that you should know. If you want me to read that letter, I will read it in the form I mentioned, and afterwards you will have an opportunity to have the text in your own hands. If you desire me to leave the letter with the clerk, I will do so.

Mr. GLEN: Mr. Chairman, I suggest that the suggestion made by Mr. MacInnis be adopted, namely, that that letter be left with the clerk. If you refer it to the subcommittee afterwards we can decide as to what should be done with it and whether Mr. Foran should be present when the letter is under discussion. I suggest that that letter, along with all other letters of the same nature, should be left with the clerk.

The CHAIRMAN: According to my suggestion?

Mr. GLEN: Yes.

Mr. GOLDING: Mr. Chairman, there was a statement made by somebody and the question was asked Mr. Foran, a simple question, if he had forty relatives in the service. I do not know who suggested that or who wanted the information, but I think that after the question was asked him he ought to have an opportunity, either in the letter or personally, of cleaning up the situation for himself. No harm can come out of a question like that. If this is current gossip or rumour, I think if I were in Mr. Foran's place I would want the matter cleaned up and I do not see that there should be any secrecy about a thing like that at all. Let us get the thing disposed of and have it done with. If in that letter Mr. Foran says he has forty relatives or thirty or ten, or whatever the case may be, what harm is there in letting the public know that?

Mr. MULOCK: I agree with Mr. Golding entirely.

Mr. TOMLINSON: Since the question was asked Mr. Foran under oath in the first place as to the number of his relatives, I think that Mr. Foran should be placed in the box and his statement presented here under oath.

Mr. JEAN: Swear him on his letter to see if it contains the complete information.

Mr. TOMLINSON: I think that would be the proper procedure. There is nothing to hide, as far as I can see.

The CHAIRMAN: Gentlemen, we have a motion from Mr. Glen, also Mr. Tomlinson's suggestion. (Clerk reads motion.)

Mr. TOMLINSON: Mr. Chairman, I will move an amendment to that motion; that Mr. Foran be called and placed under oath; that he give his statement as to his relatives and subject himself to cross-examination by the committee on that matter.

The CHAIRMAN: Relatives and connections?

Mr. TOMLINSON: Relatives and connections. And that he be called at our next morning.

Mr. GOLDING: I think that is the fair way to do it. I do not think it is fair to the Secretary of the Civil Service Commission that intimations should be made that he has so many relatives employed. The impression might go out that through his office he has placed these people here. I do not think that is fair. We should have Mr. Foran here and give him full opportunity to lay before the committee the whole situation, as far as he is concerned. I would support that.

Mr. GLEN: I made a suggestion, but I will withdraw it with the consent of Mr. MacInnis, because, after all, Mr. Foran wants an opportunity to clear his name, and the best place for him to do that is in the witness chair.

The CHAIRMAN: All right.

Mr. MULOCK: I will second that.

The CHAIRMAN: You withdraw your motion, Mr. Glen?

Mr. GLEN: Yes.

The CHAIRMAN: The Clerk will read Mr. Tomlinson's amendment.

The CLERK: Mr. Tomlinson moved an amendment to Mr. Glen's motion, that Mr. Foran be called and examined under oath at our next meeting regarding his relatives and connections.

The CHAIRMAN: What is your pleasure, gentlemen?

Carried.

Now, gentlemen, Mr. Tomlinson said he had some questions he wished to ask Colonel Sharman.

Mr. TOMLINSON: I had one or two questions which I wanted to ask him.

The CHAIRMAN: May I say first, before you start, Mr. Tomlinson, I want to make it clear that there is no attack being made against Colonel Sharman or against anybody else. Anyone on the committee is free to ask questions. I give you the widest latitude in order to get at the truth. I know that you are sensible and that you will not abuse it.

Col. C. H. L. SHARMAN, recalled.

By Mr. Tomlinson:

Q. Do you remember who made the request for this position in 1931?—A. I did, in consultation with the deputy minister.

Q. With the deputy minister?—A. Who in turn I presume would discuss it with the minister. The application would come from the deputy minister, not from me.

Q. From the deputy minister?—A. Yes.

Q. Not directly from you?—A. Oh no.

Q. Now then, that would be about when—1930 or 1931?—A. Somewhere around there, yes.

Q. At that time you apparently did require an assistant to an assistant?—A. Oh no, a second assistant.

Q. A second assistant?—A. Yes.

Q. You apparently required it?—A. Yes.

Q. Immediately after, however, the position was abolished; isn't that correct?—A. It was abolished after two efforts had been made to fill it.

Q. It was abolished?—A. Yes. May I explain it was abolished under a blanket order that all vacant positions were to be abolished.

Q. Could you give me any reason as to why it was abolished?—A. Because of the blanket order-in-council which was passed that on a certain date all vacant positions were to be abolished.

Q. May I suggest to you that at that time the financial position of the country was such that they required, or it became necessary to abolish this position?—A. That certainly was my impression.

Q. That was your impression?—A. Yes.

Q. Then will you be able to inform me as to this; are requests coming through from deputy ministers for appointments that you could very well do without?—A. I have never known of one in connection with the narcotic service. I have made requests for positions which I have never got. I have never had a position granted which was not necessary.

Q. Wasn't it apparent from this that you have been actually able to carry on—the country has been saved so far without this position?—A. By making other adjustments.

Q. By making other adjustments?—A. Yes.

Q. There are no new appointments then, because you did not need this one?—A. I would not like to say that. I would like to give you a two minute explanation on that.

Q. I wish you would.—A. About a year or two after this there was an international convention called the Limitations Convention which came into effect and that necessitated an increase in our establishment because there was a very large amount of administrative work. We appointed amongst others a principal clerk and I think a couple of clerks grade 4. Anyway, there were four or five additions to the staff and by so re-arranging matters as to divorce some of the work from me, and by taking some of the work from my assistant, and by putting on the new appointees we were able to carry on reasonably well.

Q. You were able to carry on?—A. Yes.

Q. Just one other point, which I think in all fairness to you should be cleared up. I understand you have been a very capable manager of that particular branch of which you are the head now. You were appointed—when was it, was in 1924?—A. It was in 1927.

Q. Somewhere around 1924?—A. 1927.

Q. Was it in 1927 that you were appointed?—A. Yes.

Q. You have probably ability otherwise than in one specific line, isn't that correct? Apparently that was the reason why you were chosen.—A. Yes. I was interested in the work and applied for the job; but I want to say that I made no effort by writing, by appointment or by communication with anyone to bring any influence to bear. I simply applied for the position and presumably because of the capabilities I possessed I was appointed.

Q. I just wanted to ask that. Then, you have not received any requests from the deputy minister for appointments which you did not require; is that correct?—A. That is absolutely correct.

By Mr. Boulanger:

Q. You were appointed by the commission?—A. Yes.

Q. Your appointment was under the jurisdiction of the commission at that time?—A. Yes.

Q. Before that time it was not?—A. I understand not. However, I was examined by the board the same as anyone else would be.

By Mr. Jean:

Q. Can you give us copies of the order-in-council to which you have referred?—A. I could get it.

Q. Could you produce it?—A. Just which one do you mean?

Q. The order-in-council you mentioned abolishing vacant positions?—A. Yes, I could get that.

Mr. DEACHMAN: There are a couple of questions which I would like to ask Colonel Sharman.

By Mr. Deachman:

Q. You have been in the business since 1927?—A. Yes, sir.

Q. To what extent has the particular branch of investigational work with which you are associated increased or developed since the time of your appointment? Is it greater in volume now than it was in 1927? When was the peak of the business?—A. The peak so far as the number of cases are concerned was around 1927, 1928 and 1929. The volume of cases is smaller now but they are much more intricate in many respects. We are at the present time concentrating on imports—on people who never handle the drug at all but who have money in the business.

Q. In other words, the technique of crime in that field has improved during that time?—A. Oh yes.

Q. Therefore, it is more difficult to handle?—A. Yes. There is a tremendous lot of work in connection with these cases, and you have more co-operation with the police in other sections than you had before. Since 1927 there has been very great development in liaison work with other countries.

Q. In the international aspect of it?—A. Absolutely.

By Mr. Fournier:

Q. In your opinion the work of your branch is now being handled properly?—A. Absolutely.

Q. Did you say yes?—A. I think so.

Q. And with satisfactory results?—A. I think so.

[Col. C. H. L. Sharman.]

Q. Without the help of this second assistant?—A. I think that the work is being performed satisfactorily at the present time. As I explained a few minutes ago we were able by four appointments which were made and by re-adjusting the work to carry on without the second assistant.

Q. And you mentioned that these four new employees were a principal clerk and clerks grade 4?—A. I did not say they all were. I said one of them was a principal clerk.

Q. Do you know the qualifications of a principal clerk according to the classification of the Civil Service Commission?—A. Reasonably well.

Q. Do you think they have narcotic experience among their qualifications?—A. No.

Q. Do you think they have police experience among these qualifications?—A. No; that type of work is not delegated to a principal clerk.

Q. Did you delegate this work—where it was needed to know something about drugs and police work?—A. That work is handled by Mr. Hossick, my assistant, and myself.

Q. And properly handled?—A. I think so. We also have clerks in our office, grade 4 clerks, who handle our narcotic exhibits which come in from all over the country, and they obviously have acquired a very considerable knowledge of narcotics.

Q. And they get this experience with the department?—A. Yes.

Q. So you found it was easier to have a principal clerk or four assistants than the man you were looking for?—A. The point that arose there, Mr. Fournier, was that there was a new convention coming into effect and certain data was required, and it became perfectly obvious that the staff had to be increased in that regard. The staff was increased by four, and then the duties were so re-arranged that the work has been carried on satisfactorily.

By Mr. Mulock:

Q. I just wanted to ask a question to clear up one point: You say that there was an order-in-council passed—which I believe was the case—in the interests of economy and for this reason this one position was eliminated as it had not been filled by that date—that is correct?—A. That is my understanding.

Q. You say that there were four appointments, and that they do this work?—A. This was a year or two later. The time the appointment was under consideration was 1931 or possibly 1932.

By Mr. Fournier:

Q. Had this position been filled would it have still been necessary to have made these four appointments?—A. I think so.

Q. Or, how many of them?—A. I never worked it out.

Q. You are the man in charge and you are the one who should know?—A. I have never stopped to figure out what the result would have been—

Q. You certainly would have been able to save one of those appointments, wouldn't you—you do not ask for these appointments to be made without giving considerable thought to them in the first place?—A. All of the initiative did not come from me with regard to the appointments. I will tell you the cause. I had a rather serious nervous break-down in 1929 and 1931 and I was told I was working too hard.

The CHAIRMAN: It might have been the smell of the narcotics.

The WITNESS: Quite. But, as I say, when we found the position was abolished we reconciled ourselves to the fact and so re-arranged matters as to enable us to carry on, and then when this new convention came into effect we had to have more staff.

By the Chairman:

Q. Then, in so far as that order in council was concerned it did not effect any economy in this case?—A. No. As I explained it simply stated that all vacant positions would be abolished as from a certain date.

Q. Have you any personal knowledge of the fact that the deputy got in touch with the minister with regard to the appointments?—A. I could not say that.

Q. To your personal knowledge?—A. No. Not that I remember. I might have personal knowledge of it, but I do not remember.

Q. What were the four other appointments that you mentioned, who were those four men?—A. I could give you the names of two—there is a Mr. Scanlon—

Q. Yes?—A. And I think Caswell comes within the category.

Q. Yes; are they known to you?—A. Oh yes.

Q. Have you no connection at all with the men who are under you?—A. I have a staff of about 20 people there.

Q. You have?—A. But without referring to the files I could not say which particular four were appointed at that particular date.

Q. Yes. Do they work in the same space as your other staff and yourself?—A. Yes.

Q. You meet them every day, of course?—A. Yes.

Q. And you remember the names of only two or three of your men?—A. No, that is not what I said. I said I did not remember the four names of those particular four people who were appointed at that particular time.

Q. Yes. Were these four returned men?—A. If I do not remember the names of them I cannot give you the details. Possibly Scanlon was—

Q. No; but you are a returned man?—A. Yes.

Q. It must be easy for you to remember if any of the others were returned men, even if you do not recollect their names?—A. Mr. Chairman, in the last seven years I should say that there have been 20 people or more going in and out of the staff of our office—through people getting married and leaving the service and so on—and I could not possibly tell you at this moment which four out of those 20 came to us at any particular date.

Mr. JEAN: Without referring to your files?

The WITNESS: Yes, without referring to the files.

The CHAIRMAN: Will you please send a letter to Mr. Doyle giving the particulars with respect to these four appointments?

Mr. MULOCK: And state whether or not they were returned soldiers.

The WITNESS: One is not. There were certain stenographers.

By the Chairman:

Q. They were not returned nurses—A. Oh, no. But I do know definitely that one of the men was a returned man, and I know that he was one of the four.

Q. Now, Colonel Sharman, I want to know what your job is—but, you have told us what it is; then, it was during the year 1929 that you were appointed.—A. No, sir; I did not say that.

Q. Then came a little more work, and there was more work at that time, in 1928 or 1929?—A. No, I said that the volume of cases was larger.

Q. But, the volume of cases—A. The volume of cases, yes sir. I said the technical development was pronounced. The cases we are dealing with at the present time are taking up infinitely more time.

Q. What do you mean by difference in technical development?—A. We are specializing at the present time on “conspiring” on getting those who are conspiring to do these things—conspiring with respect to the importation of narcotics. And I have just finished a case at Vancouver as the result of which five men

[Col. C. H. L. Sharman.]

were sent to the penitentiary for seven years for conspiring to import opium into Canada over a large period of time. There was one case for instance in that case which involved the searching of the cable office records and the examining of 47,200 cables. To get some of those decoded we had to get an expert from Washington. Cases of that kind take a long while and a great deal of detail is involved.

Q. You have some men on your staff in Vancouver?—A. We work in close co-operation.

Q. That is not my question; I asked you if you had some men on your staff in Vancouver?—A. We have the Mounted Police.

Q. No, no, not that; I asked you clearly and distinctly if you had some men of your own staff in Vancouver?—A. No.

Q. No; and so the Vancouver seizure was made by your staff?—A. There was no seizure, it was a development—

Q. Who made the seizure if a seizure was made?—A. There was no seizure—I am sorry, we look upon seizure as a seizure of quantities. The examination of these cables, for instance, was done by the Mounted Police and all the results of that are sent to us and are carefully studied here.

Q. Yes?—A. And are discussed with the Commissioner or the Deputy Commissioner of the Mounted Police.

Q. Yes—A. All that work is in daily contact with them.

Q. Yes; therefore the Mounted Police are the ones who seized the cables?—A. Yes.

Q. And it was forwarded to the Commissioner of the Mounted Police at Ottawa?—A. Yes.

Q. And after that the Commissioner sent them on to you?—A. In a sense they all came to me; that is, they sent the essential cables to me.

Q. They sent them on to you?—A. Yes.

Q. Yes; and at the time they sent them on to you they knew what was in them?—A. Oh yes.

Q. And in the Royal Canadian Mounted Police—A. Pardon me, sir, they would not know all that was in them.

Q. What was in the cables?—A. No, no.

Q. The Commissioner of the Mounted Police did not know that?—A. No.

Q. They seized the cables?—A. Yes.

Q. The cablegram?—A. Yes.

Q. And these cablegrams were seized in Vancouver?—A. Yes.

Q. And they were forwarded to the Commissioner of the Mounted Police?—A. Yes.

Q. And then he forwarded them to you as Chief of the Narcotic Branch?—A. Yes.

Q. And then you hired a man from Washington?—A. A lady.

Q. To decipher them?—A. I did not hire her, we just borrowed her.

Q. A man from Washington?—A. A lady.

Q. At any rate, it was a person from Washington to decipher them?—A. Yes.

Q. And after they were deciphered what did you do with them?—A. The lady was sent a second time to Vancouver to give evidence under oath as to the result of her deciphering.

Q. Yes; and therefore, in this thing the only thing that your branch has done is to call for a lady from Washington to decipher them, and afterwards you have given back that translation to the Mounted Police.—A. The deciphering was done in Vancouver.

Q. Yes?—A. We were not able to decipher anything in Ottawa.

Q. Yes?—A. Eventually, after considerable telephone communication and correspondence with this number in Washington we had this lady go out to

Vancouver and under certain conditions, with certain assistance—obviously, I cannot tell you the full particulars about it—we eventually were able to get conviction.

Q. Yes; but here is my point:—order, please, gentlemen—here is my point: it is that the seizure was made by the Mounted Police and was referred to you to be deciphered?—A. No, no, it was not.

Q. Why was it referred to you?—A. Because it is their duty to report everything of a narcotic nature to us.

Q. No no—I want to know what is your branch, Colonel Sharman, and the work—in this case the work was all done by the Mounted Police—

Some Hon. MEMBERS: Oh, no, Mr. Chairman.

The CHAIRMAN: He knows nothing as to progress. He has six years experience in the Mounted Police. These cablegrams were seized by the Mounted Police and the whole thing was done by the Mounted Police, yet they claim—

The WITNESS: We made no claim whatever.

Mr. GLEN: May I ask a question?

The CHAIRMAN: Certainly.

By Mr. Glen:

Q. Your work—I am speaking right now of what you are called here as a witness for—you were called here as a witness in order for us to find out whether this second position was justified?—A. Yes, sir.

Q. Your explanation is that you could not find a man suitable for the job?—A. Yes, sir.

Q. Therefore, you have now re-arranged the work of your staff so as to render that second assistant unnecessary; is that correct?—A. Yes, sir; there is also the inference that I had acted unfairly, that I had sought to secure an appointment for a man in a temporary capacity who was known to me. May I say at once that that is absolutely not so. The only one who ever entered that office was a man sent to me by the Civil Service Commission as a possible appointee.

By Mr. Fournier:

Q. You were called in yesterday and we attempted to take up with you the appointment of this temporary man?—A. Yes.

Q. I want to be fair with you—A. I was not suggesting that you were not, but the inference is there.

Q. You have stated that you took a young man on and you explained that it was done because the commission had recommended this man?—A. They said this was a possible man. Now, here at page 227 is the inference to which I referred. The Chairman observes: "Therefore, the competition was not serious because it was in the mind of Mr. Sharman that this young man should stay there although not being a candidate in the competition; is that it?" I submit that there was an inference there—

By Mr. Glen:

Q. And what you are now saying is that you deny that inference, and that what you were trying to do was to get a man as a second assistant who in your judgment had appropriate qualifications?—A. Yes.

Q. And you obtained a man who has since gone from the service?—A. Yes.

Q. And now the work of your department has been so re-arranged by the appointment of four additional people that a second assistant is no longer necessary?—A. Yes.

Q. As far as I am concerned, Colonel Sharman, I am satisfied with your explanation. The Chairman has brought out three or four important matters

[Col. C. H. L. Sharman.]

which I think you should explain. One of those things is the fact that the ramifications of your branch of the work are expanding widely now?—A. Yes, sir.

Q. Becoming more onerous as the years go by?—A. Yes.

Q. And the scope of your work has broadened considerably in relation to narcotics, the ramifications of your work at the present time are quite wide, they take in large sections of territory, do they not?—A. That is quite right, sir.

Q. And these investigations take a good deal of your time?—A. Yes, sir.

Q. And this class of investigation forms a large part of your work does it not?—A. It does.

Q. And the actual seizure of narcotics at local points is relatively small?—A. That is a relatively small part of the work.

Q. And this investigation you spoke about at Vancouver was carried on over a considerable period of time?—A. Yes.

Q. And you have been successful as a result of your efforts in having certain convictions made?—A. Certain sentences given; yes. The work has been co-operative, the papers incidental to the case were seized by the R.C.M.P.

The CHAIRMAN: Hear, hear.

By Mr. Glen:

Q. And you found their co-operation quite effective?—A. Not only that but I am personally a member of the Mounted Police; I am appointed each year as a special constable to give me the technical power of arrest, and from that standpoint I am technically a member of the Mounted Police.

Q. And in your department you will find men of the qualifications asked for in these advertisements whom you know to be suitable people. You also have to train men especially for this type of work?—A. Yes, sir.

Q. And they really become specialists in the work?—A. Quite.

Q. Your business then is to develop an organization which will take care of the narcotic problem?—A. Yes, sir.

By Hon. Mr. Stewart:

Q. It has been suggested here that you asked for the appointment of one assistant and that the appointment was not made for the reason that has been given, then this blanket Order in Council was passed—I know something about it—in the interest of economy, and that prevented the filling of the vacant position?—A. Yes, sir.

Q. And then it was I think suggested, or it might be inferred, that a way was taken to circumvent this economy by the appointment of four others—

Mr. MULOCK: Did you say "circumvent"?

Hon. Mr. STEWART: Mr. Mulock says certainly.

Mr. MULOCK: I did not say certainly, I said circumvent.

Hon. Mr. STEWART: I am sorry. It sounded like "certainly" to me.

Mr. MULOCK: It was not.

By Hon. Mr. Stewart:

Q. And I understood you to say that because of a new convention that occurred or that was completed after this order in council was passed, a re-arrangement of your department was necessary?—A. Yes, sir.

Q. And this made it necessary for you to have additional appointments to your staff?—A. Yes, sir.

Q. Was that arrangement made on the basis of or for the purpose of, or with a view to circumventing that order in council?—A. Not at all, sir.

Hon. Mr. STEWART: All right, that is all I wanted to know.

The WITNESS: And, when my department submitted to the government the recommendation that this convention should be ratified by Canada we added to the letter the fact that its cost would be so-and-so, namely, the cost of these four positions.

By Mr. Hartigan:

Q. I cannot reconcile your statements there, that the work is getting more difficult all the time, because I should think that the fact that so many of the provinces have taken over the policing work, and that the local police work of the provinces has been taken over to such an extent by the Mounted Police, that that would be a big help to your department?—A. No sir.

Q. You have the provinces to-day which are largely policed by the Mounted Police. They were not when you took over?—A. Yes, in British Columbia the provincial police have always acted, but they have handled, shall I say the smaller cases. Some of them, of course, are important. They always have done that in British Columbia. In Manitoba the Winnipeg city police are active, but of course they only handle the small peddler and the possessor, and things of that sort. In Ontario—the Toronto police are active as well as the provincial; and in Montreal we have the Narcotic Squad.

Q. When they have an investigation made under the Narcotics Act in the various provinces you generally have those investigations carried on through the Mounted Police?—A. Oh, yes.

Q. They have no experience in the narcotic business, they know nothing about drugs?—A. I would not say that, because we hold classes which last for months in which potential men for narcotic work are trained, and if they are not making good they are dropped, but they do get very very good experience. And in every one of these classes we send out a large box of samples of the different kinds of things they will encounter, so it would not be fair to say that they are not trained.

Q. I have in mind one instance—you have a check-up on drug stores, with respect to narcotics sold, made by the Mounted Police officers, do you not?—A. Yes.

Q. Is the officer used in such a case any more capable of checking up on drugs on that sort of thing—do you think he could scalp the druggist's prescription book and the dispensing of the various drugs and so on? Do you think that your Mounted Police officer could do a thing like that?—A. That is a matter which I have discussed several times with the Commissioner of the force. Our objective is eventually to have no one on that work, with very few exceptions, who has not passed through a training class. Now, take cases like the Montreal branch, there are enough drug stores there to keep a staff busy all the time, a staff of well trained men. We have enough men for work of that kind, but we have not yet enough trained men to be able to send them around to every little place throughout Canada.

Q. Take all the various examinations made by your department through the Mounted Police—I am not attributing this to your department, except in an indirect way. Various doctors have been accused at times of giving narcotic drugs perhaps too freely and in one particular case I know of a man who received a letter from you personally I think—I haven't the letter here—but I think you used the first person, you stated that you made the investigation as to the fact that opium—morphine, I think was the word—had been left, or was being left—A. Was being what?

Q. Was being left with the patient, and that an accumulation had occurred and on a certain day this woman took ten or twelve morphia tablets.—A. Yes?

Q. And then the doctor who was a reputable man and who had never had any suspicion cast upon his name in all the time he has been in practice—

[Col. C. H. L. Sharman.]

he naturally felt pretty sore over it. And, as a matter of fact, to show how complete your investigation was—I am not saying you made it, although you used the first person pronoun, you said “I investigated this matter”—or, “I have investigated this matter.” The way you found it out was through the Mounted Police in the district when the investigation was made. You also found out that he was not present in that part of the country at that time. He had never left any morphia tablets with the woman. This is the fact. I will get the letter for you if you want the file on this matter. I happen to know something about the case. I am just giving this as an instance of the way in which a man could come under the shadow of doubt where no intention of doubt was meant. And what happened there was that this woman had had some codein tablets, 222's, I think they were, left in the house at various times. The cause of her going to hospital was taking an overdose of the 222's, and in the lay mind of a woman of that type, she called everything “dope.” It was all morphine to her. And to show you the fairness with which the investigation was carried out on the part of your deputy, it was referred back to you that this woman had taken morphine when, as a matter of fact, she had never taken morphine at all. The physician to whom the letter was written, and who was blamed for giving the dope, happened to be in New York for the three months' period, a month before this happened and two months afterwards?—A. I would not like to be very specific.

Q. It is silly on the face of it.—A. I remember something about the case. The investigation was not started by our branch but was reported to us by the mounted police on account of a clipping in the local paper. It was in Nova Scotia. It was stated that a woman had gone to the hospital suffering from an overdose of narcotics. The police, without any instructions from us, looked into the case.

Q. Did the doctor make any protest to your department?—A. I do not remember that. I do remember writing to the doctor and saying, “This is what we have been told.” As I remember it, there was no desire to reprimand him, or anything of that sort. Whether he replied or not, I could not say, but I will be glad to look it up.

Mr. GOLDING: Mr. Chairman, I do not think we are interested in the internal affairs of this department; we are concerned about this appointment through the Civil Service Commission.

By Mr. Jean:

Q. You mentioned that you had a staff of about twenty?—A. I think so, yes.

Q. Were they all appointed by the Civil Service Commission.—A. Yes.

Q. Including yourself?—A. Yes.

Q. How many of those twenty have had police experience?—A. One, outside of myself.

Q. How many have had experience with narcotics?—A. How many have had experience with narcotics?

Q. Yes.—A. All except the stenographers; they cannot help get it because there are narcotics all over our place.

Q. Do you suggest they are chemists?—A. One is a chemist whose job is to go around Canada all the time. He is hardly ever in Ottawa, going around to places like Frossts and the Parke-Davis people.

Q. I understand you must also have some accounting experience?—A. There is quite a bit of accounting.

Q. You have some?—A. I am not an accountant.

Q. How many on your staff have accounting experience?—A. I really could not say. The handling of money is not done in our branch; that is

handled by the representatives of the treasury. But we use adding machines, and we have a tremendous number of calculations to make with regard to the consumption of various drugs and preparing these estimates for Geneva, based upon enquiries from 110 wholesalers.

Q. So you have only one chemist in your department?—A. Only one chemist whose work is not in Ottawa.

Q. But they must have narcotic experience?—A. With the exception of the stenographers, everybody has automatically acquired experience in connection with narcotics.

Q. They have acquired that experience since going into your office?—A. Yes.

Q. But they had none when they were appointed?—A. No, with the one exception, plus myself.

By the Chairman:

Q. Yourself and the other man.—A. Yes.

Q. Just the two.—A. Myself and my assistant.

Q. Mr. Hossick?—A. Yes.

By Mr. Fournier:

Q. You admitted yesterday that the qualifications you required for this position could not be found outside the police force in Canada; I mean, the police forces in the dominion, the provinces or the municipalities?—A. We did stipulate "preferably with police experience." He would have to have acquired it in either the dominion, municipal or provincial forces.

Q. When you put in drug experience that would also come under the Royal Canadian Mounted Police?—A. Not necessarily.

Q. Or some other police force?—A. Quite possibly.

Q. Because you do not mean to say that chemists or druggists would have police experience?—A. Yes, there are men in the mounted police to-day who are qualified druggists.

Q. But not outside?—A. But who were not at that time. I know the police have in their ranks druggists and bankers.

Q. What I want to know is whether you believe you can find druggists in our country—A. I did not ask for a druggist.

Q. Well, a man with drug experience.—A. With knowledge of the drug trade. My answer is, Mr. Fournier, that we got one and, having got one, as I said yesterday, I thought it would be unreasonable to change the qualifications until we found out whether we could get another man.

Q. That is, after seeing 183 applications, you found out it was an impossibility.—A. Yes.

Q. Later on, in reorganizing your branch, you took in two female clerks and two male clerks to replace this man.—A. I will not say to replace him; it was not to replace him.

Q. The branch was not going very well without an assistant, according to your request of 1930.

Mr. SPENCE: What they did was to rearrange the staff.

By Mr. Fournier:

Q. In 1930 you made a request stating that you could not handle this branch without a second assistant.—A. That is not the way it came about. As a matter of fact, I said I had a pretty bad break-down in 1929 and when I got well again the deputy, I think, was the first man to mention it. He said, "You should have more help, you are doing too much yourself."

[Col. C. H. L. Sharman.]

By the Chairman:

Q. 1929 was the year of the depression.—A. Yes, sir. I was a little depressed at that time.

By Mr. Fournier:

Q. At that time you made a request stating that you needed a second assistant?—A. Yes.

Q. And you mentioned the qualifications.—A. Yes.

Q. To-day you have not that assistant.—A. That is true.

Q. You admit the work of the branch is carried on properly.—A. Yes.

Q. And two female clerks and two male clerks were added to the staff.—A. We were not given the opportunity of divorcing ourselves personally from certain duties and handing them over to others, which we would have done if another assistant had been appointed.

Q. But now this work is done by these four clerks?—A. No.

Q. You admit you had to have assistance.—A. No, no, I do not admit that at all.

By Mr. Jean:

Q. It is done by your staff?—A. And my assistant.

By Mr. Fournier:

Q. Mr. Sharman, I am trying to be fair, but I want to get right down to the facts.—A. I am not trying to hide anything.

Q. You mentioned you needed a second assistant.—A. Yes.

Q. Now you say you do not need a second assistant.—A. I said we have managed to carry on without him.

Q. You said the work was carried on properly.—A. Yes.

Q. Well, you do not need a second assistant if the work is carried on properly. But you do not admit that?—A. It all depends on how you look at it. The work can be carried on properly by increasing the strain on everybody there, and, as a matter of pride, they were continuing—

Q. So that this second assistant would be appointed to avoid strain for the twenty employees?—A. That is one way of putting it but not necessarily the correct way.

Q. You have not got this second man with police and drug experience.—A. No. Therefore, we are carrying the load. We have mitigated the non-technical end of that load to some extent, because these other four people were appointed when the new convention came in, but it means Mr. Hossick and I are still carrying a large load, some of which would have been passed on to a second assistant. But, nevertheless, the work is still being well done.

By Mr. Mulock:

Q. Who is being trained in the department?—A. Mr. Hossick.

Q. Supposing you and he were ill at the same time has anyone else sufficient knowledge to carry on your work while you are away?—A. I must admit that we have not suggested making arrangements for the work to be carried on in case both of us were away; but it frequently happens that one of us is away and there are others to step up. In my absence Mr. Hossick steps up.

Q. Have they the qualifications and the knowledge?—A. Mr. Hossick is thoroughly capable.

Q. I mean outside of him.—A. No, I certainly would not say there is another assistant chief in my branch.

By the Chairman:

Q. You have been a witness for two hours and it is not yet clear in my mind what police experience is needed in your branch. Will you please tell

us that?—A. There is not a day goes by but what we are asked for decisions by the mounted police; and those decisions are based upon knowledge which we have acquired. But, of course, there has to be police knowledge as a basis.

Q. That is not my question at all. For what police work is police experience needed, first, from you, and second, from your assistants?—A. In the everyday administration of the many files which are sent to us asking for instructions by the mounted police. In other words, we have to have police knowledge otherwise we could not conduct our affairs intelligently with the mounted police.

Q. Therefore, if the mounted police ask you for advice it is because you are supposed to know more about police work than the Royal Canadian Mounted Police.—A. I could not tell you.

Q. No, but it strikes me that way.—A. We are administering the Narcotic Act and they are performing investigations for us. Many of these things have a police angle.

By Mr. MacInnis:

Q. When the mounted police ask you for assistance or information, it is because you are handling a different phase of the question from that which they are handling.—A. They handle so many.

Q. They handle one phase and you may handle another phase.—A. Yes.

By Mr. Green:

Q. Your work is largely connected with orientals on the Pacific coast, is it not?—A. To a large extent, yes.

Mr. GREEN: I know, Mr. Chairman, that there is a great deal of police work in connection with that phase of the work.

The CHAIRMAN: Yes, but you were here when Colonel Sharman told us that the seizure of ciphered cablegrams was made by the Royal Canadian Mounted Police. The whole police work is done by the mounted police.

Mr. GREEN: There are many prosecutions, Mr. Chairman, for instance, in connection with smuggling opium, or peddling opium, and all that kind of thing. This is a most difficult kind of police work, and I can quite understand why it would be absolutely necessary that there should be someone in the Narcotics Branch who has experience in detective work. Furthermore, it is work that has to be kept quiet; it cannot be broadcast all over the country, because the men behind opium smuggling and opium selling are quite often very wealthy men, very powerful men, and it is a very difficult business to handle.

By the Chairman:

Q. Do you mean, Colonel Sharman, that there is no one in the Royal Canadian Mounted Police who knows anything about the narcotic business?—A. There are dozens of them that do.

Q. Dozens of them know it?—A. Yes.

Q. But you and Mr. Hossick know more about those dozens.—A. No, I did not say that at all.

Q. Why do they ask for advice?—A. Because we are administering the Narcotic Act, and they are making investigations for us. They present the facts and ask us what the wishes of the department are.

Q. Well, you told the committee that, first of all, you had no experience as a chemist before entering the department.—A. Quite true.

Q. Have you any experience in law?—A. In law?

Q. In law, yes, for the interpretation of statute books?—A. Yes. When I was a youngster I passed my preliminary law examination. I had legal aspirations at that time.

[Col. C. H. L. Sharman.]

Mr. JEAN: That is not legal experience.

By the Chairman:

Q. You have had no practical experience as a barrister, counsel or solicitor?

—A. No.

Q. And you are giving some legal advice to the mounted police?—A. No, sir.

Some Hon. MEMBERS: No, no.

By the Chairman:

Q. What advice are you giving to them?—A. The best I can.

Q. Yes, but along what lines? Give us a theoretical example—A. Oh, I really can not.

Q. You cannot answer? Therefore, you do not know any more about it than they and yet you pretend to know.

Mr. MACNEIL: Oh, Mr. Chairman.

Some Hon. MEMBERS: No, no.

Mr. McNIVEN: Mr. Chairman, the witness said fairly that he could not answer. I would infer from his answer that he needed to know all the surrounding circumstances. Furthermore, I think the witness feels that it should not be made public just how closely his department is identified with the Royal Canadian Mounted Police. I think Colonel Sharman has been an excellent witness. I have heard his work commented upon in the highest possible terms by those who are in a position to know of the work that that department has done. During the last ten or eleven years Colonel Sharman and his department have done excellent work in the suppression of this deadliest of all habits, the opium habit. We know from reading newspapers and stories that reach us from time to time that this drug-forming habit and the distribution of drugs is in the hands of an international ring, and I for one wish him the utmost success in coping with that situation.

The CHAIRMAN: Just one word, gentlemen: I do not wish to deprecate the witness at all. But, on the other hand, I think credit should go to the Mounted Police. That is my opinion, and opinions are free.

Mr. McNIVEN: Mr. Chairman, our duty is to consider the Civil Service Act, and the administration of this department surely does not come within our jurisdiction.

The CHAIRMAN: Mr. McNiven, just one word. I asked a definite question of the witness and he did not answer that question satisfactorily. Then when I asked him for a concrete example he did not give it to us.

Mr. MULOCK: Mr. Chairman, I do not think it is in the public interest that you should force that question.

The CHAIRMAN: I will not insist. Gentlemen, Mr. Sharman is your witness, if any member of the committee has any questions to ask him. If not, he is discharged.

The WITNESS: There is only one unanswered question which you asked, sir, as to how old I was. I am fifty-six.

Mr. TOMLINSON: Mr. Chairman, I think we had better resume with Mr. Bland.

Mr. C. H. BLAND, recalled.

The CHAIRMAN: Gentlemen, before Mr. Bland starts giving his evidence would you like to have a summary of the rulings printed as an appendix to the report of to-day? I think it is the best way to make you familiar with the rulings of the Civil Service Commission. Is that agreed, gentlemen?

Mr. BOULANGER: Yes.

The CHAIRMAN: Carried. Now, gentlemen, may I direct your attention to one thing. During the recess many of you will go far away and you will have a long time on the train. I would ask you, if you feel like it, to take with you the reports of the committee and read the summary of these rulings. They will be published on the back of the report, and after Easter you may ask definite questions of any member of the commission as to these rulings.

Mr. MACINNIS: I am going to enjoy myself during the recess.

The CHAIRMAN: I merely suggest it to you but I do not force it upon you.

By the Chairman:

Q. Mr. Bland, will you please prepare to have ready after Easter the answers to the questions that have been put to you?—A. Yes, sir, I am going to try to do that.

The CHAIRMAN: Then we might hear the other commissioners in turn after Easter. I propose that this should be the last sitting before Easter and that we should adjourn at the call of the chair.

Mr. TOMLINSON: May I put some questions to Mr. Bland so that he will have the information for us after Easter?

The CHAIRMAN: Yes. I have talked with some of you, and it is understood that we will not sit to-morrow and that we will not sit again until after the Easter recess at the call of the chair. If Sir Francis Floud replies favourably to our request we will try to hear him first, if it suits his convenience better.

By Mr. Tomlinson:

Q. Mr. Bland, I understand that in connection with the smaller positions you have to send an inspector out. He enters the town or village and proceeds to enquire in a more or less underground way as to the qualifications of certain candidates who may wish to write for those positions.—A. With the exception of the word "underground," Mr. Tomlinson; I do not think I could agree to that.

Mr. McNIVEN: Diplomatic.

Mr. TOMLINSON: Yes, diplomatic.

Mr. McNEIL: Discreet.

By Mr. Tomlinson:

Q. Take the case of a post office. If there is a large manufacturing concern there, naturally they would buy a great many stamps and have a great deal of business to do with that post office. The inspector would interview a man in that business and probably go over the particular candidates. I know this to have been done. Now, then, that inspector probably does not know what this particular manufacturer's politics are, and if he is a strong Liberal naturally he would go down the list and notch them or if he is a very strong Conservative he would notch them.—A. Is that the way they always act, Mr. Tomlinson?

Q. Well, I have reason to believe certain inspectors do.—A. I do not mean the inspectors, I mean the persons seen.

Q. Naturally when the report comes back to you after the examination has been held the Commission appoint this man on the report from the inspector or representative of the Civil Service Commission, and probably in the presence of a member of the Legion. Then you act on that recommendation.—A. I would not like to agree with that, no.

[Mr. C. H. Bland.]

Q. Well, in the majority of cases?—A. If you will allow me to make my statement of how it is done, afterwards, I will be glad to make it.

Q. Very well, I will finish.

Mr. SPENCE: You are speaking for Bruce; they are all politicians up there.

Mr. TOMLINSON: We have a few of them the same as in Toronto.

By Mr. Tomlinson:

Q. After you have looked over the report of the examiner you, as a rule, act on the rating presented by these men, do you not? I mean the commission does?—A. You make the statement, Mr. Tomlinson, will you, and then I will make mine.

Q. All right. Now, then, difficulty is going to arise if it is a Liberal during Conservative regime that happens to come floating into the office?—A. Is that always true, Mr. Tomlinson?

Q. Not always, but in certain cases. Would it not be better, if it is the desire of the commission to still administer certain of these more or less unimportant positions, that your examiner should approach the member, after he has had an examination, and find out from him the qualifications of the man or whether he knows anything against him that the examiner did not find out? Would that not save considerable difficulty? He would at least have the goodwill of the member to a certain extent. I am talking about the small positions that are not technical.—A. Is the position of caretaker the type of position you have in mind, Mr. Tomlinson?

Mr. BOULANGER: Or a housekeeper down the St. Lawrence.

By Mr. Tomlinson:

Q. Or any of these small jobs which the principals attempt to deal with. Would that not save you difficulty?—A. That is a question on which you asked me to prepare a brief and which I am in the course of preparing now, but I would like to ask this question, without attempting to disparage in any way the many excellent qualities of members of parliament; Do you think such a system would enjoy the confidence of the people of Canada in connection with a competitive system?

Mr. McNEIL: No.

By Mr. Tomlinson:

Q. I am talking about the small, non-technical positions. You ask if that would hold the confidence of the people. Well, you certainly have not the confidence of the people in connection with these small positions.—A. If there is any lack of confidence, I am inclined to think it may be because politics sometimes creeps in, and I do not think the cure is to have more politics creep in.

Mr. MACNEIL: Hear, hear.

Hon. Mr. STEWART: Mr. Tomlinson says the inspector should consult the member of parliament, but I would like to ask Mr. Tomlinson would he be in favour of consulting the defeated candidate?

Mr. FOURNIER: What would you say, Mr. Stewart?

Hon. Mr. STEWART: I am making no statement on that.

By Mr. Hartigan:

Q. Mr. Bland, I understand that Sir Francis Floud addressed a civil service organization in Ottawa sometime last summer. During his remarks he gave some advice in general to the commission. He said the civil service commission should not make any embarrassing appointments to the government. Do you

agree with that statement?—A. I do not recall the exact phrasing of what Sir Francis Floud said, but whatever it was I was certainly in agreement with what Sir Francis said at the time.

Q. That was one thing. I am not speaking now as a partisan, but supposing the Liberal government is in power, as it is to-day, or supposing that the Conservative party happened to be in power in five years time, do you not think it would be incumbent on the Civil Service Commission to see that no embarrassing appointments to that government were made?—A. Dr. Hartigan, my understanding of the principles of The Civil Service Act is that the best available man should be chosen, apart from any consideration as to race, creed or political belief.

Q. I quite agree with you on that point, but in connection with these non-technical positions of which Mr. Tomlinson has spoken, where you have men of equal calibre, both capable of holding the position and giving good service, do you think it is wise for the Civil Service Commission to appoint—and I do not know for what reason it is done—a man who is embarrassing to the government? Do you think the Civil Service Commission is fulfilling its function when they appoint that man?—A. Well, Dr. Hartigan, as I said to Mr. Tomlinson, I am now making a brief on the general subject of lower-grade appointments, which I will admit, as I have said before, contains a great deal of grief for whoever may be administering the Act. And if the time ever comes when you should administer it, you will find my words are true. At the present time the Civil Service Commission is endeavouring to administer this Act which parliament has given us, in connection with the lower-grade positions, and any other positions, to secure the best man we can find available for the job. And I would like to add that under that Act as it stands now I do not think the commission has any right, and I think it would be derelict in its duty, if it took into consideration the question of political affiliations.

By Mr. Tomlinson:

Q. As it now stands?—A. As it now stands.

Q. In other words, Mr. Bland, the civil service merit system would rise in the people's opinion to-day if you took out of that service the small, cantankerous positions that only involve small municipalities?—A. I will put it this way, and I think you will agree with me because you have seen the British system: I think the opinion of the people concerning the civil service will rise as you take out any consideration of a political nature from the administration of the civil service.

By Mr. Hartigan:

Q. I agree with you as far as you have gone, but that is the purpose for which we are here, to find out how that is administered and whether it can be administered in any better way.—A. And I am right with you if it can be done.

Q. What is the average cost to the government of conducting examinations of candidates?—A. I think I can figure that out approximately. Mr. Tomlinson asked me the same question. Obviously there is a variation in the question which Mr. Tomlinson asked me, as I think it was a case at Port Elgin. But I asked the examiner what the cost of proceeding to Port Elgin and conducting that examination was and his answer was, "Between \$10 and \$15."

By Mr. Tomlinson:

Q. I want to carry that on further?—A. All right.

Q. In other words, that caretaker was not appointed immediately, it was delayed for some time; that is correct?—A. I do not know, exactly.

[Mr. C. H. Bland.]

Q. I will tell you why: your inspector or representative desired to wait until he had two or three other appointments up in that part of the country?—A. That is true.

Q. And if the Civil Service Commission had desired to give the accommodation that the public would demand in that particular place, you would have had to send the man from Ottawa?—A. Yes, unless we had a field man on the job.

Q. Unless you delegated the responsibility to some principal?—A. Or, unless we had a field man of our own up in the district.

Q. Or, as I said, unless you delegated that responsibility to a high school principal, who has no more interest in it than any ordinary person?—A. I agree that that is not a very satisfactory position.

Q. It is very unsatisfactory?—A. Quite so.

By Mr. Boulanger:

Q. Is it possible for us to obtain the cost of making appointments like that?—A. Yes, sir; I will try to get that for you after the Easter recess.

By Mr. Hartigan:

Q. Do you know how much—

Mr. MULOCK: Just a minute, now I have a question I want to ask.

The WITNESS: All right, Colonel Mulock.

By Mr. Mulock:

Q. We will take, for example, the case of a caretaker in a place where you have to send a man in; how much time does he spend in the district, in the town?—A. It depends on the number of candidates and the time taken for the examination, as a rule, generally one day or a half a day.

Q. Yes, half a day. Do you think that your representative, or a high school principal or a high school teacher appointed for the occasion could find out more about satisfying the public on an appointment of that kind in half a day than a member who has lived there for five years could?—A. Well, I think you are asking me a question that I cannot be called upon to answer, as it might reflect upon a member.

Q. Well, I take it then that you think a high school teacher is better educated?—A. No.

Q. And better qualified to make such a recommendation?—A. Let me make that clear; as I said to Mr. Tomlinson I am trying to be entirely frank with you in these cases, because I am fully in accord with what Dr. Hartigan said; I think the principle is right, that the system is good, but let us make it work just as well as we can. If there are things wrong with it, let us make it work better. I am quite free to admit to you that I do not think through the local educationist is the best way of making these examinations. We have tried it because we did not have sufficient funds always to send our own man there. I think the better way to do it is to have an independent man from outside to do it, or one of our own inspectors.

By Mr. Tomlinson:

Q. I want to carry that a little further.—A. All right.

Q. And now, let us take a caretaker who receives \$15 a week and he gives his service to the public. I do not think the Civil Service Commission would be called upon to expend quite so much time or effort in the case of an appointment of that kind as they would in the case of a technical position where it might be desirable to send an inspector from Ottawa. Now, in connection

with sending men to conduct these examinations; I know it costs less where you have a field man at Toronto and send him to Port Elgin. I also know that these men do not travel on any \$10 or \$15 when they go specifically for that purpose, not waiting for two or three months, or four months, until they have other positions to examine at the same time. Now, I will tell you what I think the cost would be; the cost in that particular case, sending your man from Ottawa—A. No, excuse me; our man was in business in London and he went from there to Port Elgin.

Q. But, if you were to send a man immediately I suppose your cost of conducting that examination—it would cost first \$24.75 for return fare on the train; then he has incidentals which would run probably \$50 before he actually has that appointment made. There is absolutely no merit required—you say “merit” with a caretaker—that a local member himself within an hour would not be able to figure out. I realize that members would like to delegate their authority—not their authority, their responsibility; but I believe that members have got to assume certain responsibility if they are elected; and in these positions where the people in the riding feel the member is not carrying out his duty, particularly when some one from the opposition is appointed to these little local jobs. I am not talking now of my own riding particularly, because I probably have less trouble of that sort in my riding than many of the members of other ridings have. I think it would be much better for all concerned if members would assume responsibility of that kind when they know they deserve it.

Mr. GREEN: You said you thought inspectors should go to the town;—do you mean that the member should not take that responsibility of making those appointments?

Mr. TOMLINSON: I am just trying to demonstrate how ridiculous it is that a man should go all the way from Ottawa to Port Elgin just for the purpose of making the selection for appointment to a position of this kind.

Mr. GREEN: What you really mean is that no inspector should be sent at all, that the members should fill these positions.

Mr. TOMLINSON: Absolutely.

Mr. MULOCK: When you are preparing this statement for Mr. Tomlinson about these small positions would you also prepare a statement, if it would not involve too much work, giving the committee an idea of how much money could be saved to the taxpayers if the recommendation of Mr. Tomlinson were carried out?

The WITNESS: Yes, I have a note of that.

Mr. GREEN: Could you at the same time find out how many such positions there would be out in the city of Vancouver?

The WITNESS: I will try to get that for you.

By Mr. MacInnis:

Q. Is it not essential in order to give service to the public that such positions be advertised in order that those who might desire to apply might have an opportunity of doing so?—A. I think that was the purpose of the Act.

Q. Then, is it usual when an appointment is made upon the recommendation of a member to advertise it in just that way?—A. I do not think so, no.

Q. Then, if the appointment were made as suggested by Mr. Tomlinson, would there not be more dissatisfaction than there presently is, on that ground?—A. The principle Mr. Tomlinson proposes, or was referring to, is the system which has existed in the past and which has been investigated by parliamentary committees in the past and I would like to refer this committee to their recommendations, and to what they thought of this method of procedure.

[Mr. C. H. Bland.]

By Mr. Tomlinson:

Q. Now, Mr. Bland, we had a parliamentary committee which sat in 1932, and that committee deemed it wise to recommend to the house that post office position exemptions be raised to \$3,000 instead of the \$400 that formerly applied?—A. Right.

Q. And the salary that results is around I should say about \$1,300—less than \$1,500. Now then, I asked you the other day why in your opinion was that increase noted and passed by the house at that time, what was the reason; and yesterday you told me that you did to-day allow the government of the day to, in out-of-the-way place caretakers paying up to \$600 a year, make those appointments, notwithstanding the fact that the Act specifically says \$200.—A. Let me make myself clear on that; what I said was that because of lack of sufficient funds and staff we have been unable to hold examinations for permanent appointments in these lower grades of positions up to \$600, and we have consequently had to give departments authority to make local selections temporarily.

Mr. TOMLINSON: I may be taking up more time on this perhaps than I should be, but I wanted to bring it before the committee.

Some Hon. MEMBERS: All right. Go ahead.

By Mr. Tomlinson:

Q. Would it not be better then for this committee to study these facts in these small positions and recommend as a committee to the house that we spend a little more money on the advertising of technical positions in the local newspapers instead of sending investigators out into the country to make selections to fill these small positions?—A. I would be heartily in favour of a higher appropriation for advertising; certainly.

Mr. TOMLINSON: Yes.

By Mr. Glen:

Q. I asked you some days ago if you would prepare information in regard to the operation of the Act in so far as it relates to these smaller positions, and particularly in regard to post offices?—A. Yes, sir.

Q. Are you in a position to give us that now?—A. No, sir, I understood from you that was one you desired to have after the Easter recess.

Q. It will be all right afterwards. You might let me have it when you bring the material which Mr. Tomlinson has asked for. On this question of patronage on positions of this kind there is something I would like to say about it— —A. I would be glad to hear from you, Mr. Glen, as to what your views are.

Mr. GLEN: I can say all I have to say in one sentence: I am against any increase of patronage in any form at all.

Some Hon. MEMBERS: Hear, hear.

Mr. GLEN: I will just put it that way.

The WITNESS: Mr. Chairman, I would like to say one thing if I may: Your committee have been kind enough to give me quite a little latitude. I appreciate the indulgence of members in making their requests this morning and I think I shall be able to have the various statements and the briefs of information which have been asked for ready for you when you resume work.

The CHAIRMAN: Are there any other questions you gentlemen would like to ask before we adourn?

By Mr. Clark:

Q. I would like to refer Mr. Bland to page 244 of the report of the committee— —A. Which number?

Q. It is No. 9.—A. I am sorry, I haven't got it.

Q. You are making some very appropriate remarks with reference to the service throughout the country.—A. Oh, yes.

Q. And the employees.—A. Yes, Mr. Clark.

Q. And you stated there, "I am only suggesting that we should do in our public service, which surely is as important as any private service, what many private corporations are doing for their employees." I think that is very well put indeed, but I would like to call attention to one very marked difference between the civil service and private corporations; that is with respect to the hours of work. Your hours of work under the regulations are only something like less than 6—slightly less than 6 hours a day. Now, that does not obtain in private corporations.—A. My comparison—if I might interrupt for a moment—was largely with private corporations such as large insurance corporations, telephone companies, public utilities—the hours of work of which are very similar to those in the service. As a matter of fact, some of the hours of the corporations have a little on the service at the present time. They work a little less.

Q. There is a difference in hours in the Post Office Department for instance?—A. Oh yes.

Q. Where you have only 6 hours a day, or 36 hours a week in the main service?—A. Yes.

Q. That applies to the greater part of the service, but in the Post Office Department they have a 44 hour week.—A. That is true, sir.

Q. Well now, would it not be a great saving if the hours were made to correspond—or not quite correspond because that would be heavy, 44 hours a week which the Post Office Department has—if the hours were so adjusted that there would only be a 36 hour week?—A. I wonder if it would help you, Mr. Clark, or if it would interest you, if I were to submit a tabulated statement showing the conditions of employment, rates of pay and so on, for the government service as compared to private industry in various instances.

Mr. CLARK: Yes, please.

The WITNESS: I should be glad to do that.

By Mr. Clark:

Q. And in addition to the short time per working day there is also holidays?—A. Yes, sir.

Q. Then there is sick leave?—A. Yes, sir.

Q. And special leave?—A. Yes, sir, that is true.

Q. And this is cumulative?—A. There are certain disadvantages also attached to employment in the government service.

Q. I think when you compare it with private corporations—of course, we want to show the similarity.—A. Quite so; and I may say that my intention or desire in making this suggestion is that we should increase in all possible ways the efficiency and productivity of the public service.

Q. Yes?—A. I will be glad to get that information for you.

By Mr. Fournier:

Q. Just before adjournment: I am receiving complaints of hours of work of officials sent from Ottawa to do outside work—survey work, and work of that nature—in which they have to work from 6 o'clock in the morning until sometimes 10 or 11 o'clock at night.—A. That is true, sir.

Q. And haven't you the right to give deputy heads the power of fixing hours of work?—A. The hours of work to which you refer I think are the special jobs outside—survey departments and things of that type.

[Mr. C. H. Bland.]

Q. Yes; on the St. Lawrence, working on topographical reports.—A. Does it not seem reasonable that the hours of work would depend very largely upon the requirements of the job? In the case of hydrographic work most of it has to be done in certain seasons.

Q. They leave in May and come back in October?—A. Yes.

Q. They have no holidays, they do not get the three weeks which the rest of the service get, and they have to work and finish up their work in the field?—A. That is true.

Q. They have no hours at all—they would be worse than Sharman.—A. Your suggestion would be that some extra provision should be given in these cases for the arduous work of the summer.

Q. Yes. I think the commission should get in touch with the department and see that it is adjusted?—A. I will be glad to do that, sir.

By Mr. Jean:

Q. Will you give me your opinion on one point?—A. Yes.

Q. Do you not think that the system of filling positions, later advertised, by acting appointees is one of the greatest sources of irritation in the service at the present time?—A. I quite agree with you that it has given a great deal of trouble.

Q. Could you suggest some way of remedying that?—A. I think so, yes.

By Mr. Boulanger:

Q. Is there any reason why post office employees work longer hours than the others do?—A. I think the demands of the public in connection with mail service account for that, Mr. Boulanger.

Q. Does that include the employees in the Langevin block?—A. No, sir; only the city post office and the railway administration.

By Mr. Tomlinson:

Q. You will have that report about married women working in the service, will you?—A. I will try to have everything.

Q. I received a very beautiful anonymous letter the other day that I would not even want to show to anybody; so I really would like to have that report.—A. All right, sir, I will have it for you.

The CHAIRMAN: Thank you, gentlemen, the committee stands adjourned.

The committee adjourned at 12.45 o'clock p.m. sine die.

APPENDIX A1

CIVIL SERVICE ACT—AMENDMENTS

Extracts from Minutes	Detail	Date of minutes
<i>Re:</i> Letter from the Canadian Legion regarding changes to Civil Service Act, 1918, as proposed by private members of the House.....		17- 2-27
<i>Re:</i> Letter from the Native Sons of Canada. (SUB. 69).....		12- 4-27
<i>Re:</i> Secretary's memorandum recommending that steps be taken to provide for the payment of a gratuity on retirement from the Service instead of the retiring leave which is at present granted under the Regulations.....		15-11-28

APPENDIX A2

CIVIL SERVICE ACT—ATTENDANCE REGISTRATIONS

James P. McCaffrey, Head Clerk, SS-C-2 (7-2-SS).....	18- 8-33
Request that Mr. H. W. Doyle, principal Clerk, SS-A-11, be exempted from registering the time of arrival and departure disallowed.....	16- 9-33
Messrs. James Francis and Richard T. Boulton, Dept. of Finance, exempt from registering daily the time of arrival and departure. (7-2-F-SB).....	9- 4-34
Justice Dept. to be advised that C.S. Comm. will not approve any system which does not include registration of attendance by every employee. (7-2-J).....	2- 4-35
Fine for lates approved for Fisheries. (7-FS).....	2- 8-35
Incumbent of L-A-41, Principal Translator, exempt. (7-2-L).....	26-11-35

APPENDIX A3

CIVIL SERVICE ACT—INQUIRIES

Misrepresentation of age by C. E. Hetu. (C-10D-556).....	30- 6-36
--	----------

APPENDIX A4

CIVIL SERVICE ACT—INTERPRETATIONS

Justice to be asked whether dependents may be considered entitled to any benefit under the retroactive provisions of classification.....	27- 8-20
The Justice Department to be asked what constitutes an extension of the period of probation and what date the report should be sent to the Commission. (PO-DS45-4).	27 -1-31
Section 33 (2) of the Act to apply to lay-offs. (ND-CE-154).....	31-10-31
Department of Justice to be notified that P.C. 14/560 of 10-3-32, which provides that by the transfer of the accounting officers of the Soldier Settlement Board to the Department of Finance such officers will thereupon become permanent officers of the Civil Service, is contrary to the Civil Service Act. (33-F-COMP.).	15- 4-32
Department of Justice to be asked whether the Commission's regulation No. 96 goes too far in requiring that lay-offs, in order to be assigned to another class from that which they were laid off, must have qualified therefor by examination before the date of lay-off and to determine whether the Order in Council regarding the placing of Interior lay-offs supersedes the Regulations and gives authority to assign lay-offs to any position into which they may be fitted with advantage. (57-3).	13- 9-32
Adjournment of Parliament not a recess within meaning of Section 62.....	11- 1-34
Justice Department asked for interpretation of Sec. 21 (1) in connection with Postmaster, Perth, Ontario.	3-12-34

APPENDIX A5

CIVIL SERVICE ACT—POST OFFICE STAFFS

Extracts from Minutes	Detail	Date of minutes
<i>Re:</i> Proposed amendment to Civil Service Act for taking over staffs of Postmasters, whose offices are changed from revenue to city basis: (56-7-PO)...		19- 3-24
In cases where qualifications of candidates cannot be examined until a change in status has been accomplished, appointment to date from change of status. (5-PO-C53)		17-12-25
Department's request that all Postmasters, compensation under \$400 per annum, be exempt from the operation of the Act, held until the opinion of the Law Officers of the Crown has been received. (56-1-PO).....		13- 7-28
<i>Re:</i> Meeting a delegation from the Canadian Postmasters' Association and discussing with them the eligibility of rural postmasters in offices with a revenue in excess of \$3,000 for promotion to city staff positions and to other rural post offices in the Postal District. (38-PO).....		1-10-32
Suggestion that legislation be brought down by P.O. Dept. to bring postmasters of revenue offices under Superannuation Act. (59-PO-PM).....		5- 6-34

APPENDIX A6

CIVIL SERVICE ACT—REJECTIONS

Postmaster General's request for delay in notification to successful candidates in competitions for Revenue Post Offices. (5-PO-PM).....	20- 9-27
Rejections under Section 24 of the Act to be signed by the Deputy Head of the Department, etc. (5-5).....	27- 1-31
When employees resign or are dismissed from the Service before the evidence in connection with their permanent appt. is completed, a temp. certificate to be issued to cover the period of employment without collection further evidence and the names of such persons removed from the perm. E.L. for the class of position in question. (SUB. 10).....	26- 2-31
Ruling of Department of Justice that deputy heads are required to notify the Commission at the time when they exercise the power of rejection or of extension of probationary period. (5-5).....	4- 3-31
Rejections after temporary employment with request for removal of name from eligible list to be treated as rejections. (OS-25650) (5-5).....	5- 3-31
Dept. of P. & N. H. required to formally reject civilians in all cases where they wish to pass over the civilian candidates and recommend the appt. of returned soldiers	20- 3-31
Recommendations for employment or appointment of returned soldier candidates not to be submitted to Commissioners for approval until Department of P. & N. H. has formally rejected all civilian candidates whose position on eligible list is being set aside in order to secure an O.A.S. appointee. (5-PH)	24- 3-31
Norman Scott disqualified as Cleaner and Helper, Toronto, on account of his disability, etc.	12- 1-32
Rejection of Archibald Sneyd, Clerk, Gr. 1, Welland Post Office, accepted. (OS-32215)	22- 3-32
Lionel Lefebvre, who was rejected as Asst. Parliamentary Reporter (French), House of Commons, to be shown samples of his work which were sent in in connection with his rejection. (OS-28566).....	18- 6-32
Rejection of J. Poulin, Postmaster at Beauceville Est, P.Q., not in accordance with Section 24 of the C. S. Act. (39504).....	3- 8-32
An official rejection of Miss N. K. Burston to be secured from the Department. (PO-C21-191)	14- 2-33
Medical report on C. F. Day, Postmaster, Ridgetown, Ont., to be forwarded to the Post Office Dept., in support of his appointment, Mr. Day having been rejected owing to his physical condition. (39804).....	14- 2-33
Rejection on ground of residence question. (See case of Edouard Audet, Lightkeeper, Little Metis, P.Q.).....	5- 5-33
Rejection of J. A. MacDonald as Lightkeeper, St. Esprit Island, N.S., not valid because not made for cause. (MA-CL-552).....	26- 1-34
Rejection of Miss E. E. Graham as Graduate Nurse deferred until observation in hospital determines her physical fitness. (OS-42341).....	13- 7-34
Departments to be asked to notify eligibles immediately in case of rejection. (OS-42842)	9- 9-35

CIVIL SERVICE ACT—REJECTIONS—*Concluded*

Extracts from Minutes	Detail	Date of minute
Postmaster, Iberville, P.Q., to be reported to Parliament if Dept. persists in rejecting appointee on the ground that he is not so well qualified as another candidate. (39833)		13-11-33
Commission to be responsible for notifying appointees of their rejection. (5-5-(DUP.))		17-12-35
Henri Davidson, Clerk, Gr. 1, Ottawa. (MA-R-3035T)		13- 3-36
Report of Dept. <i>re</i> rejection of Miss Elizabeth Stewart shown to representative of Canadian Legion. (M-10694)		7- 8-36
L. P. Paillard rejected for Customs Excise Enforcement Officer on account of being the son of the Sub-Collector. (40753G)		8- 4-37
Rejection on promotion—Miss Marg. McCullough, Archives returned to Mines and Resources. (MR-MG-163)		21- 1-38

APPENDIX 1

CIVIL SERVICE ACT—ANNUAL REPORT

Advance copy of 18th annual report approved and ordered distributed; to be presented to parliament at next session	12- 5-27
Copy of 21st Annual Report covering transactions of Commisison for the year 1929 approved and to be printed without delay	16- 4-30
Proof of Annual Report for the year 1929 approved	30- 4-30
Final proof of 1930 Annual Report approved	29- 4-31
Advance copy of Annual Report for the year 1930 approved	20- 5-31
Advance copy of Annual Report for the year 1931 approved	2- 3-32
Annual Report ordered forwarded to Secretary of State for presentation	10- 3-32
Annual report on exemptions from C. S. Act covering nine months for the calendar year up to September 30th, 1932, approved and ordered submitted to House of Commons	19-10-32
Names and details of appointees promoted and transferred to be omitted from Annual Report of 1933 but tabulation to be maintained for office use. (53-1-(VOL. 8))	21-11-33
Report of exemptions for period October 1st, 1932, to December 31st, 1933, approved	23- 1-34
Recommendation to be included in Report for amendment to Act permitting of appointment of Assistant Postmaster without competition. (39911)	2- 2-34
Draft letter prepared for annual report for year 1933 approved	13- 2-34
Copy of annual report for year 1933 approved and forwarded to the Secretary of State for presentation to Parliament	1- 3-34
Report on positions excluded during the calendar year 1934 from the operation of C. S. Act, approved	16- 1-35
Final draft of 1934 report approved	21- 2-35
Twenty-Sixth Annual Report ordered forwarded to Secretary of State for presentation to Parliament	15- 4-35
Annual report on exemptions from C. S. Act approved	6- 2-36
Annual Report for the year 1935 approved	4- 4-36
Summary of promotional procedure to be prepared by Comm. Stitt for publication in the Annual Report. (Board Decision)	3-12-36
Report for 1936 tabled in House	8- 4-37

APPENDIX 2

CIVIL SERVICE ACT—C.S. LITERATURE

Statement of cost of twelve copies of Public Personal Studies to be obtained	7-12-26
Order placed and C. H. Bland authorized to obtain estimate for information on classification and promotion problems. (69-1)	16-12-26
Subscription of \$240 authorized for twelve copies	28-12-26
Re: Board's acceptance of the offer of the Source Research Bureau of a set of Source Books including payment for ten years' loose leaf service	19- 7-27
Letter to be written to L'Evènement and Le Soleil <i>re</i> advertisement offering for sale a pamphlet entitled "Positions in the Postal Service." (Sub. 73-(VOL. 3))	3-4-33

CIVIL SERVICE ACT—C.S. LITERATURE—*Concluded*

Extracts from Minutes	Detail	Date of minute
Request sent to High Commissioner for a subscription to Journal of Public Administration and Revue Internationale des Sciences Administratives. (SUB. 47,-Vol. 3).....		4- 7-34
Stenographers and Typists (Pergande Publishing Company), ordered; other books to be sent on trial.....		17- 7-34
Purchase of a publication issued by the Revenue Internationale des Sciences Administrative giving a survey of the organization of administrative statistics in various countries authorized. (SUB. 28).....		6-11-34
M.C.C. Schools to be asked not to make a charge for supplying students with notices. (69-5).....		19-11-35
Payment of membership dues for Active Organization Membership for 1936, Civil Service Assembly of the United States and Canada.....		21- 4-36
Effort to be made to change the name of the "Ecole de Service Civil du Canada." (69-5).....		13-12-37

APPENDIX 3

CIVIL SERVICE COMMISSION—CONFERENCES

Canadian Postmasters' Association <i>re</i> ,—superannuation and promotion. (5-PO-PM).....	22- 2-34
Commisisoner Bland to attend conference in Chicago regarding C.S. Assembly of United States and Canada. (69-1-(VOL. 4)).....	29- 5-34
Messrs. G. H. Gilchrist and T. H. Hawkins to represent C.S. Commisison on the panel under the Government Purchasing Standards Committee. (SUB. 47-(VOL. 3)).....	24- 7-34
Commission to be represented at Civil Service Assembly of United States and Canada in Chicago.....	22- 9-34
C.S. Federation <i>re</i> leave regulations.....	6-11-34
Commissioner of Excise <i>re</i> filling vacancy by promotion at Port or transfer of surplus employee from another province. (C-10D-400).....	15-11-34
Commissioners of Customs and Excise <i>re</i> ,—field of competition for promotion need for bilingual appts., classification of positions, reduction of staff. (33-C).....	15-11-34
Professional Institute <i>re</i> leave regulations. (SUB. 54-(VOL. 3)).....	27-11-34
Commissioners of Customs and Excise, Messrs. Lennie and Wood, to discuss field of competition for promotion. (C-32E-1).....	15-12-34
Commissioners of Customs and Excise <i>re</i> field of competition for promotion to Surveyor and Collector at Grade 4 Ports and upwards. Bilingual requirements also discussed. (C-32E-1, 38-NR and 33-C) (B.D.).....	21-12-34
Deputy Minister of Immig. & Colon. <i>re</i> ,—permanency of S.S.B. (8-3).....	10- 1-35
Mr. A. F. Lascelles and Mr. F. O. Pereira <i>re</i> ,—appt. of Deputy Asst. Sec. to the Gov. Gen.	24- 1-35
Mr. Bland and Mr. Putman to attend the Eastern States Regional Conference of C.S. Commissions to be held at Washington, March 1st and 2nd.....	25- 1-35
Commissioner of Customs <i>re</i> ,—Tariffs and Values Divisions of the Appraisers' Branch.....	29- 1-35
Mr. T. B. Mallace, <i>re</i> —further exemption of Soldier Settlement Board Staff, (8-3)	26- 2-35
Mc. McLeish, Dept. of Mines, to discuss case of M. H. Haycock. (MI-M-3067). ..	19- 3-35
Commissioners of Customs and Excise <i>re</i> Collectorship at Ottawa. (C-32E-1)..	22- 3-35
Mr. F. C. Nunnick, Dept. of Agr., to discuss cases of Messrs. Boulton, Cote, Lanning and Coe in Publications Branch. (AGR-p-3004, 3005, 3006 & 3007). ..	4- 4-35
Delegation from Ottawa Elevator Operators' Branch of Civil Service Federation to discuss raising standard of entrance examination. (69-2-(VOL. 2))....	10- 4-35
C. S. Federation to discuss competition for Clerk, Gr. 4. (Administrative).....	30- 4-35
C.. Federation <i>re</i> effective date of promotions & increases, and leave for Vimy pilgrimage.....	29- 8-35
Outcome of conference with Ottawa Elevator Operators Assoc. held April 10th, 1935.....	12- 9-35
Commission not to be represented this year at Civil Service Assembly of United States and Canada.....	19- 9-35
Doctors Parney & Burke to discuss form of medical certificate and keeping of sick leave statistics. (47-3) (Board Decision).....	21-11-35

CIVIL SERVICE COMMISSION—CONFERENCES—*Continued*

Extracts from Minutes	Detail	Date of minute
Commissioners of Customs & Excise to discuss certain promotions and transfers. (NR-H-138, 40092G, C-1E-14, C-I-57, C-10D-2).....		26-11-35
Comptroller of Treasury <i>re</i> retention of salaries above maximum by employees of the Soldier Settlement of Canada, Income Tax Office, etc. (33-FT-RCMP-(DUP)).....		24-12-35
Deputy Minister of Agriculture <i>re</i> assignment of eastern eligibles to Western Provinces.....		31- 1-36
Drs. Parney and Burke, Dept. P. & N. H. to discuss new medical certificate form, keeping of health statistics, establishment of Medical Advisory Bureau, etc. (47-3).....		25- 2-36
Civil Service Association <i>re</i> leave for Vimy Pilgrimage. (27-2-(DUP. 2)).....		5- 3-36
Canadian Postmasters' Association <i>re</i> promotion for rural postmasters. (59-PO-PM).....		5-3-36
C. V. Putnam to attend the seventh Eastern States Regional Conference of the Civil Service Assembly of the United States and Canada.....		25- 4-36
Commissioners of Customs and Excise regarding reclassifications and Mr. Yeo's transfer. (33-C).....		19- 5-36
Federated Association of Letter Carriers <i>re</i> compensation for the class and for overtime, and promotion to Postal Clerk. (69-2-(VOL. 2)).....		20- 8-36
The Chairman and Secretary to attend National Assembly of C.S. Commissions of the U.S. and Canada at Cincinnati, October 21, 22, 23, and 24.....		13-10-36
Conference arranged between postal workers from Toronto and Commissioner Stitt to discuss grievances.....		4- 2-37
The Chairman, Secretary and Messrs. C. V. Putnam and S. G. Nelson authorized to attend meeting of Eastern Regional Conference of the Assembly of C.S. Commissions of U.S. and Canada, Apr. 22 & 24.....		20- 4-37
Association of the Dept. of Interior <i>re</i> placing of lay-offs. (57-3-(Vol. 2)).....		5- 5-37
Professional Institute <i>re</i> classifications in Agr. Dept.		6-11-37
Commissioners of Customs and Excise <i>re</i> organization of Dept., particularly Montreal, Toronto, Winnipeg and Vancouver.....		18-11-37
Canadian Institute of Chemistry <i>re</i> classification of chemists. (33-CHEM)....		7-12-37
Chairman with Committee preparing legislation for Unemployment Insurance. Appointments to be made under C.S. Act. (33-U-I).....		9-12-37
C.S. Federation <i>re</i> promotion system. (SUB.38-(Vol. 2)).....		10-12-37
Presentation of memorial by a delegation representing the investigating officers of the Drawbacks Branch, Dept. of N.R.		20-12-37

APPENDIX 4

CIVIL SERVICE COMMISSION—ESTIMATES

Estimates for 1927-28 approved.....	28-12-27
Supplementary estimates for 1926-27 approved.....	14- 2-27
Estimates for 1928-29 approved.....	22- 2-28
<i>Re</i> : Increasing the permanent establishment. (33-CS).....	5- 7-28
Main estimates 1929-30 approved.....	28-11-28
Supplementary estimates for 1929-30 approved. (33-CS).....	30- 3-29
Position of Stenographer, Gr. 1, French Section, Examination Branch to be provided in the Estimates for 1930-31. (Appointment of Miss Violette C. Lavigne.) (CS-A-3068).	13-11-29
New position of Stenographer, Gr. 2, for Mr. Baril's office to be provided in the estimates for the fiscal year 1930-31.....	15-11-29
Supplementary estimates for the year 1930-31 approved.....	12- 5-30
Main estimates for the year 1930-31 approved.....	24-12-30
Main estimates for the year 1932-33 approved.....	18-12-31
Estimates for the year 1933-34 approved.....	15-12-32
Estimates for the year 1934-35 approved.....	13-11-33
Three stenographers on loan to Prime Minister to be included in estimates for 1934-35. (CS-A-98).	20-12-33
No supplementary estimates required for fiscal year 1934-35.....	5- 6-34
Main estimates for 1935-36 approved.....	29-11-34
Main estimates for 1935-36 revised to include 3 stenographers.....	6-12-34
Main estimates for 1935-36 changed in so far as Civil Government Salaries are concerned.	13-12-34

CIVIL SERVICE COMMISSION—ESTIMATES—*Concluded*

Extracts from Minutes	Detail	Date of minute
Supplementary estimates amounting to \$15,000 to be asked for.....		31- 5-35
Estimates for 1936-37 approved.....		12-12-35
Estimates for 1936-37 amended.....		19-12-35
<i>Re</i> : clerical error made in estimates covering salary of G. McCann. (CS-A-144G)		17- 1-36
Additional amount provided in supplementary estimates to offset reduction in main estimates. (33-CS-(DUP. 4)).....		18- 2-36
An additional \$25,000 to be placed in Supp. estimates.....		7- 5-36

APPENDIX 5

CIVIL SERVICE COMMISSION—FORMS

When a candidate is being offered permanent position, the words "permanent appointment" to be inserted on the form.....	26- 4-27
New form of notice of appointment of Postmaster approved. (5-PO-PM).....	6-10-27
Draft form to replace CS-71, for report on applicants for Postmasterships approved. (5-PO-PM).....	11- 5-28
Appointment certificates for T&C to provide that appointee is to report on instructions from Department. (T & C-WM-99).....	26- 6-28
Notification of assignment to be sent to a Dept. instead of a certificate of appointment until the evidence is complete. (OS-21069) (Board Decision)..	12- 3-29
Permanent certificates not to be issued in future with a proviso that the per- manency is limited to duration of a lease, duration of period of Con- struction. (SUB. 5).....	13- 5-29
Certificate for Radiotelegraph Operator to perform other duties of Wind Observer, etc., to be issued to Officer in Charge of the Radio Station. (5-14-MA)....	31-12-29
Note to be added to application form approved.....	6- 5-31
Certificates for persons employed on seasonal work in Fruit Branch of Depart- ment of Agriculture to read "for such period as the Department may require, in any case not exceeding six months." (36851-31G).....	23- 6-31
Questions to be added to application form when the present supply is exhausted. (SUB. 47-(VOL. 2)).....	26-10-31
Note on the present form of temporary certificate to be changed. (SUB. 47- (VOL. 2)).....	12- 4-32
Amended form of oath for persons present at Advisory Examining Boards ap- proved. (SUB. 73-(VOL. 3)).....	22- 3-33
No change to be made in the form of oath used for Examining Boards but departmental representatives to be permitted to furnish their own depart- ments with information. (SUB. 73-(VOL. 3)).....	24- 4-33
Medical Certificate Form 116 and the short form of Medical Examiner's Report 118 amended by the insertion of an inquiry regarding the doctor's rela- tionship to the employee concerned. (SUB. 47-(DUP.)).....	9- 5-33
C.S.C. Form 244, Special Application for Lightkeeper, to be discontinued and the ordinary application form used in its place.....	3-10-33
Form C.S. 262, Monthly statement of leave amended. (SUB. 47-(DUP.)).....	24-10-34
New oral rating forms provided for Caretaker, Gr. 2. Similar forms to be drawn up for other classes of position.....	28- 3-35
New medical certificate suggested by Dept. of Health. (SUB. 47-(VOL. 3))....	9- 5-35
Application for promotional competition not to contain a sworn declaration. (SUB. 47-(VOL. 3)) (B.D.).....	10- 9-35
French candidates to be given French receipts for fees, and receipt to be printed in bilingual form.....	5- 5-36
Application form to contain warning <i>re</i> disqualification of candidate gives untruthful answer to question regarding criminal charge. <i>See</i> case of S. J. Charman. (ND-CE-3259).....	24- 9-36
Application for Postmasters amended to include question regarding criminal record. (40112).....	2-11-36
A form to be prepared in connection with travelling expenses to cover a diary of each trip. (<i>See</i> file of H. G. Perrault, CS-A-133).....	26- 1-37
A slip to be attached to application forms disclaiming connection with any business college, and to be incorporated in next reprint of form.....	25- 2-37
Supplementary exam. not to be given when Commission is not at fault. A warn- ing to this effect to be printed on next supply of application forms. (M-47423).....	22- 5-37

APPENDIX 6

CIVIL SERVICE COMMISSION—HOUSE RETURNS

Extracts from Minutes	Detail	Date of minute
Temporary employment of Mr. Colley as Mining Recorder, Yukon.....		23- 3-27
Hawkesbury Post Office.....		24- 3-27
Appt. of unsatisfactory Clerks to Dept. of Finance.....		29- 3-27
Return in connection with motion of Mr. Chevrier regarding cost of living bonus and classification of employees during 1918-19 to be proceeded with. (76-1-(VOL. 8)).		23- 5-27
Returns to House of Commons.....		13- 5-25
Procedure when order of H. of C. received for papers. (76-1-(VOL. 8)).....		22- 3-27
Letters marked private and confidential omitted from return regarding the Postmastership, Campbellton, N.B.....		13- 2-33
Papers marked confidential omitted from return regarding Postmaster, Simcoe....		4- 3-33
Return regarding Supt. of Penitentiaries to include report of Advisory Board.....		4- 3-33
Correspondence alone supplied in case where only correspondence was called for. (Solicitor, Board of Grain Commissioners).....		24- 4-33
Report of C.S. Examiner replacing report of P.O. Inspector, included in returns regarding Postmaster. (See Digby, N.S. and Coaticook, P.Q.).....		1- 5-33
Values attached to factors on rating sheet to be shown in return regarding Sub-Collector of Customs at Shippigan, N.B.....		8- 5-33
Exception taken to return made by P.O. Dept. regarding Postmaster, Iberville, P.Q.		17- 3-34
Return regarding Postmaster, Beauharnois, P.Q., to include Examiner's memoranda and Organization Branch report and one confidential letter.....		11- 4-34
When an Order calls for "all documents" complete copy of file to be made.....		13- 2-35
Synopsis of qualifications of candidates and memoranda included in Return.....		23- 3-36
Applications, supporting documents, and synopsis of candidates' qualifications included in Return <i>re</i> Gordon Farnham.....		12- 5-36
Examiner's report included in Return <i>re</i> Postmaster, Lefroy, Ont.....		15- 5-36
Letters marked "Confidential" included in Return <i>re</i> Asst. Insp. of Customs and Excise at Sherbrooke, P.Q.....		9- 2-37
Reply prepared and forwarded to Dept. in order that the Minister may answer the question himself.....		22- 2-37

APPENDIX 7

CIVIL SERVICE COMMISSION—INVESTIGATION

<i>Re</i> : Necessity of Mr. Stanton's services.....	3- 3-31
Accounts in connection with proceedings against Messrs. Chartrand and Bouchard to be held in abeyance until the trial is completed.....	3- 3-31
Commissioner Tremblay, assisted by the Secretary and the Assistant Secretary, to represent the Commission at the trial.....	5- 3-31
No action to be taken by the Commission at present by way of recommending to the Department the suspension of Mr. Chartrand and other employees in the Montreal Post Office implicated in the irregularities recently made public. The Commission's views to be made known as soon as the trial is completed. (PO-C24-1228)	10- 3-31
Account of Mr. F. D. Jacob in connection with his work regarding the trial approved for payment	31- 3-31
Staff Sergeant Detective Sym to be asked to include recommendations as to what future action should be taken in the Bouchard-Chartrand case to bring the guilty parties to justice in making his report.....	14- 4-31
All employees who were subpoenaed as witnesses to be given special leave, with pay, for the period of absence rendered necessary by the court proceedings. (PO-C24-1228)	21- 4-31
Names of persons implicated in the irregularities in Montreal to be removed from the Commission's eligible lists and those now employed to have their services dispensed with. (26-6)	29- 4-31
<i>Re</i> : Promotions in Montreal Post Office resulting from competition for Postal Clerks held in December, 1929. (PO-39194G)	19- 5-31
<i>Re</i> : Removal from the Service of certain employees implicated in the examination irregularities	19- 5-31

CIVIL SERVICE COMMISSION—INVESTIGATION—*Continued*

Extracts from Minutes	Detail	Date of minute
All persons who were implicated in the examination irregularities at Montreal and whose names were deleted from the eligible list for Mail Porter and Letter Carrier blacklisted and permanently excluded from taking part in any future competition. (26-6)		28- 5-31
Fernand Gauthier and G. E. Bergeron to be suspended pending the result of the court case against them, but Wenceslas Chartrand not to be disturbed for the time being		28- 5-31
Messrs. Louis Pouliotte and John Giroux not to be suspended		28- 5-31
Re: Payment of acct. of S. W. Brown, Official Reporter		16- 6-31
Payment of S. W. Brown's account approved		4- 9-31
Post Office Department to be asked to suspend Louis Pouliot, Alberic Carbonneau and Charles Bernard		4- 9-31
An account submitted by the Department of Justice for Mr. Lucien H. Gendron for professional services rendered in the prosecution of Lionel Chartrand, Ephrem Bergeron and Fernand Gauthier certified for payment		10- 9-31
Post Office Department asked to suspend certain employees whose examination papers have been tampered with, if they are now employed in the Department, and Mr. Vianney Rouleau, who has resigned from the Service, to be blacklisted for future employment. (26-6-(VOL. 1))		18- 9-31
Payment of \$22.50 per day to Mr. J. T. Keliher for services as Interpreter disallowed		22- 9-31
Certain candidates in Postal Clerk examination held in January last to be blacklisted for future employment		22- 9-31
Mr. Robert Bernier's suspension recommended and his name removed from the eligible list and Mr. Bernier to be blacklisted for future employment . .		19-10-31
The military record of J. Leo Bouchard and Lionel Chartrand to be obtained from the Department of National Defence		3-11-31
Where candidates' papers have been left blank or there is any indication of alteration in connection with the postal examinations at Montreal, and where the evidence in the case is not yet complete, such candidates are not to be blacklisted at the present time but their cases referred to the Commissioners should they again apply for admission to an examination for entrance to the Service. (J-P-3160)		6-11-31
Draft letter prepared by Commissioner Tremblay in reply to representations made by Mr. M. W. Boismenu, Secretary of the Federated Association of Letter Carriers, Montreal, with reference to certain candidates at the 1929 examinations approved		9-11-31
Post Office to be asked to suspend Jos. Lectance Olivier, Montreal. (PO-C24-111)		27-11-31
Post Office to be asked to dismiss ten candidates whose papers were revised and who failed to secure a pass mark		28-11-31
Post Office asked to dismiss seventeen candidates whose papers were revised and who failed to secure a pass mark. (26-6-(VOL. 2))		7-12-31
Case of Mr. Rosaire Goulet to be handed over for report and the facts in Mr. Baril's memorandum to be reported to the Department of Justice. (PO-C24-916)		7-12-31
Messrs. MacTavish and Tremblay and the Secretary to attend the trial of Messrs. Gauthier and Bergeron in Montreal		7-12-31
Post Office Department asked to dismiss Mr. Rosaire Goulet		31-12-31
Should Mr. Goulet or Mr. Armand Duchesne apply for re-employment in the Service their cases to be brought to the special attention of the Commissioners		31-12-31
Names of Ernest Guyon and Edouard Richer, candidates in the 1931 examination for Postal Clerk, to be noted in the Examination Branch and, should they again apply for employment in the Civil Service, their cases to be brought to the attention of the Commissioners		18- 1-32
Name of Leonard Legault to be removed from the suspected list and the request for the extension of his temporary certificate to be dealt with		18- 1-32
Robert Bernier, Alberic Carbonneau and Louis Pouliot to be released		1- 3-32
J. Lactance Olivier to be released		2- 3-32
Alexandra Hotel acct. for Lionel Chartrand to be paid		3- 3-32
Re: Representations made by M. W. Boismenu, Secretary, Federated Association of Letter Carriers, Montreal, re certain candidates at 1929 examinations . . .		9- 3-32
Payment of accounts of Lucien H. Gendron approved		16- 3-32
Re: Letters of appreciation to F. D. Jacob and Mounted Police regarding the Bouchard trial		29 -3-32

CIVIL SERVICE COMMISSION—INVESTIGATION—*Concluded*

Extracts from Minutes	Detail	Date of minute
Examination papers relating to the Bouchard irregularities of 1929, 1930 and 1931 to be placed in a special filing cabinet so that they may be available if they are required at any time.....		11- 4-32
Balance of account of O. B. Stanton, Examiner of Handwriting, to be paid from the appropriation for the fiscal year 1932-33.....		6- 5-32
Definite statement to be obtained regarding the case of Louis Pouliot whose dismissal was recommended and, if an unsatisfactory reply is received, the case to be taken up with the Justice Department. (PO-C24-406).....		31- 5-32
Case of Louis Pouliot referred to Department of Justice. (PO-C24-406).....		14- 6-32
<i>Re:</i> Case of Louis Pouliot, Montreal Post Office. (PO-C24-406).....		28- 6-32
<i>Re:</i> Anonymous letter addressed to the Postmaster General regarding the irregularities in connection with Civil Service examinations at Montreal. The letter was referred to the R.C.M.P. (31-6).....		18- 8-32
<i>Re:</i> Letter from the president of the Montreal Postal Employees' Association regarding the case of Mr. Robert Bernier, who was dismissed for irregularities at examination. Cases not to be reopened. (OS-32943).....		24- 7-33
Louis Pouliot restored to duty by Department. (PO-C24406).....		21- 9-33
Enquiry into sanitation and welfare facilities to be pursued at Ottawa, but not farther afield at present. (4-2).....		18- 1-38

APPENDIX 8

CIVIL SERVICE COMMISSION—MARRIED WOMEN

Depts. to supply C.S.C. with lists of married women, etc. (25-1).....	16- 6-31
Departments to be asked whether they are satisfied that the declarations made by married women constitute a fact or if they have any further information in their possession, etc. In the case of widows and married women who have received no support from their husbands, no action to be taken to disturb these employees in their positions. (25-1).....	21- 7-31
In all cases where ill-health is given as a reason for non-support, medical certificates should be obtained in connection with the retention of married women in the Service. (25-1).....	22- 9-31
<i>Re:</i> Report on the retention of married women and decisions. (25-1).....	24- 9-31
	and 25- 9-31
Report No. 4 considered. (25-1).....	6-10-31
Report No. 5 considered. (25-1).....	13-11-31
Decision confirmed that Mrs. E. M. Doyle should be released. (PO-F-2101).....	3-12-31
Married women who are being retired under Order in Council P.C. 189/1118 to be granted retiring leave up to a maximum of sixty days, if recommended. (27-4). See PO-F-1507.	7-12-31
Mrs. M. Symons, Calgary, Alta., not to be retained. (PH-PCa-14).....	11-12-31
Copies of letters sent to Departments in connection with the release of married women to be forwarded to the Auditor General. (25-1).....	11-12-31
Mrs. Kathleen A. Humphrys, Vancouver, B.C., to be released from her position. (PO-DS51-27).	14-12-31
Married women employed in the Marine Department as rainfall and weather observers to be retained in the service. (25-1).....	14-12-31
Mrs. H. S. Barr, Charwoman, Vancouver, B.C., not to be replaced. (INT-FVX-1).	19-12-31
Where married women cannot be replaced by lay-offs from the Department of the Interior, the provisions of the Order in Council P.C. 189/1118 do not apply. (25-1).	22-12-31
Mrs. John Logue, Mrs. Rachael Perrin and Mrs. M. E. Drewett not to be disturbed. (25-1).	22-12-31
Further inquiries to be made as to the physical fitness and income of Mrs. Kathleen Humphrys' husband before a decision is reached in her case. (25-1).	22-12-31
The Minister of the Department of National Revenue to be asked to co-operate in having the necessary information furnished this office regarding the married women employed in the Income Tax branch and the National Research Council. (25-1)	29-12-31
Mrs. M. Symons, Calgary, Alta., not to be retained unless the two Interior lay-offs are rejected. (PH-PCa-14)	1- 1-32

CIVIL SERVICE COMMISSION—MARRIED WOMEN—*Continued*

Extracts from Minutes	Detail	Date of minute
Mrs. Mabel Chesney, Clerk, Grade 3, Department of Labour not to be retained. (L-A-192).		21- 1-32
Mrs. M. Symons, Stenographer, Grade 1, Calgary, not to be retained in the Department of P. and N.H. unless that department rejects the two Interior lay-offs. (PH-PCa-14).		25- 1-32
Mrs. Chugg, Post Office Department, to be retained. (OS-31063).		29- 1-32
Mrs. Kathleen Humphrys, Vancouver, B.C., to be retained. (PO-DS51-27).		5- 2-32
Mrs. O. Chugg, Clerk, Grade 2, P.O. Dept., reinstated. (OS-31063).		11- 2-32
Re: Mrs. Mabel Chesney. (L-A-192).		4- 3-32
Mrs. M. Symons to be retained in the service. (PH-PCa-14).		7- 3-32
The same procedure to be followed in connection with married women in the Income Tax branch as in other departments and medical certificates secured in all cases where ill-health is reason of non-support. (25-1-Vol. 2).		31- 5-32
The same rule should be applied to the Income Tax office as to all departments of the government service regarding the employment of married women.		15- 6-32
Mrs. Helen W. Workman eligible for employment. (MA-M-416T).		22- 6-32
Mrs. Frank C. Atwood eligible for employment in C.S.		27- 2-33
Miss M. E. Anderson, who was married but withheld the fact from the department and whose husband was recently killed, allowed to continue her employment until the term for which she is engaged is completed. (T & C-S-2073).		25- 4-33
Temporary employment of Mrs. H. E. Oliver disallowed.		11- 1-34
Mrs. M. I. Rossell, eligible for employment in C.S. (M-31050).		16- 2-34
Mrs. Clifford R. Spicer eligible for temporary employment. (M-33108).		3- 3-34
Mrs. Dora Hart not eligible for employment in C.S. (M-33493).		1- 5-34
Mrs. W. B. MacLean eligible for employment in C.S. (M-33520).		2- 5-34
Mrs. Gerald McI. McElhiney eligible for employment in C.S. (M-33808).		20- 6-34
Mrs. E. P. Dornan not eligible for perm. appt. (PO-DS11-43T).		14- 7-34
Mrs. E. P. Clarkson eligible for employment in C.S. (M-34131).		1- 8-34
Mrs. W. J. Runham not eligible for employment in C.S. (M-34155).		3- 8-34
Mrs. R. J. Aubry eligible for employment in C.S. (M-34102).		27- 7-34
Mrs. W. E. Morrison's temporary employment approved to the end of the present season as special excise examiner (Female) New Westminster, B.C. (C-8K-3013).		7- 8-34
Mrs. A. Drew not eligible (M-34223).		13- 8-34
Mrs. N. C. Walker provided she is a British subject. (M-34222).		13- 8-34
Mrs. F. G. Desborough eligible etc. (M-34235).		14- 8-34
Mrs. G. A. Penfold eligible for temporary employment in C.S. (M-34634).		1-10-34
Mrs. C. H. Evans eligible for employment (M-34879).		22-10-34
Mrs. B. Lawton not eligible for employed (M-34856).		22-10-34
Mrs. S. T. Burrows eligible for employment (M-34896).		24-10-34
Mrs. R. Coutlee eligible for employment (M-30885).		24-10-34
Mrs. L. W. McClure not eligible for employment in C.S. (M-34680).		1-11-34
Mrs. F. C. Hay eligible for temporary employment (34929).		6-11-34
Mrs. Jeanne Benoit eligible for employment.		7-11-34
Mrs. J. B. Desjardins eligible for employment.		7-11-34
Mrs. E. J. Depocas eligible for employment (OS-42388).		8-11-34
Mrs. John Dee eligible for employment, etc. (M-34963).		8-11-34
Mrs. G. E. L. Marler, Montreal, not eligible (M-34997).		15-11-34
Mrs. G. M. Kilpatrick, eligible for employment (39625T).		27-12-34
The following ineligible for employment in C.S.—Mrs. G. W. Edmunds (M-35369); Mrs. D. S. Williams (M-35364); Mrs. S. G. G. Mansfield (M-35367).		14- 1-35
Mrs. Charles Lyle Warke eligible for employment in C.S. (M-35362).		15- 1-35
Mrs. E. H. L. Knechtel eligible for temporary employment in C.S. (M-35368).		15- 1-35
Mrs. A. G. LeDuc not eligible for employment in C.S. (OS-25003).		19- 1-35
Mrs. William Campbell eligible for employment in C.S. (M-35381).		5- 2-35
Mrs. T. S. Miller eligible for employment if qualified (M-36346).		28- 3-35
Mrs. A. A. Morrison eligible for employment if qualified, etc. (OS-43529).		2- 4-35
Mrs. C. W. Holt eligible for employment in C.S. (M-36685).		13- 4-35
Mrs. C. M. Leahey Soy eligible for employment in C.S. (OS-33072).		16- 5-35
Mrs. Ellen Grant eligible for employment in C.S. (M-37332).		14- 6-35

CIVIL SERVICE COMMISSION—MARRIED WOMEN—*Concluded*

Extracts from Minutes	Detail	Date of minute
The following eligible for temporary employment in C.S.:		
Mrs. Doris Little (M-37231)		18- 5-35
Mrs. P. H. McClary (M-37300)		18- 5-35
Mrs. Margaret Holman (M-37112)		18- 5-35
Mrs. A. E. Hughes (J.P.-3503)		18- 5-35
Mrs. L. B. Macmillan eligible for employment in C.S. (M-37475)		25- 6-35
Mrs. A. E. P. Curling eligible for employment in C.S. (ND-MISC-13)		29- 6-35
Mrs. W. C. Cochrane eligible for employment in C.S. (M-37595)		3- 7-35
Mrs. H. P. Friel eligible for employment in C.S. (15298)		3- 7-35
The following eligible for employment in C.S.:		
Mrs. A. H. Brown (M-37619)		5- 7-35
Mrs. I. E. O'Mears (M-37616)		5- 7-35
Mrs. A. L. Stephens (M-37623)		5- 7-35
Mrs. B. Corbeil (M-37646)		6- 7-35
Mrs. S. E. Booth (M-37651)		8- 7-35
Mrs. A. R. Woods on condition that she notifies the Comm. should her husband or daughter succeed in resuming her support. (M-37679)		23- 8-35
Mrs. Rea Devine Leduc eligible to enter competitions for temporary employment and for permanent employment when her legal separation from her husband becomes effective (OS-25002)		23- 8-35
Mrs. R. B. Richard for temporary employment and for permanent appt. if she submits a medical certificate regarding her husband's inability to work.		13- 9-35
Mrs. E. W. Rawson for temporary employment. (M-38442)		18-10-35
Mrs. Pearl Winter eligible for employment in C.S., etc. (PH-PLOX-44)		14- 1-36
Mrs. E. V. Miller eligible for employment in C.S., etc. (I&C-P-15T)		7- 2-36
Mrs. E. M. Slatter eligible for temp. employment. (RB-A-304)		17- 3-36
Mrs. A. M. Chapman eligible for employment in C.S. (NR-H-3104)		17- 3-36
Mrs. G. W. McFarland, Vancouver, eligible for employment in C.S., but should her husband resume her support to immediately notify the commission. (M-41099)		22- 4-36
Mrs. J. E. Lucas, London, Ont., eligible for employment in C.S., but to immediately notify the commission should her husband resume her support. (PH-PLOX-50)		22- 4-36
Mrs. Wilfrid Burke eligible for employment in C.S. (OS-4030)		23- 4-36
The following eligible for temporary employment:—		
Mrs. J. E. Booth (M-41538); Mrs. E. T. Walmesley (M-41548); Mrs. J. Meraw (M-41572); Mrs. H. O. Foster (M-31555)		8- 5-36
Miss Clara Wares, now married, continued for three months as stenographer in the C.R.B.C., Toronto, etc. (RB-A-3014)		13- 5-36
Mrs. John Parnham for temp. employment. (M-41947)		23- 5-36
Mrs. E. C. Giroux for temp. employment. (M-41928)		23- 5-36
Mrs. D. A. Sproule for temp. employment. (M-41948)		27- 5-36
Mrs. J. H. Gower for temp. employment. (M-42104)		4- 6-36
Mrs. J. W. Conroy, for temp. employment. (M-42105)		4- 6-36
The following married women eligible for temp. employment only:—Mrs. J. E. Fead, Hamilton (M-42170); Mrs. C. H. Leonard, Marmora, Ont. (M-42333); Mrs. R. W. Franks, Tuxford, Sask. (M-42346)		
Mrs. H. J. Kelly for temp. employment only. (M-41663)		11- 6-36
Mrs. J. T. Williams, Vancouver. (M-42499)		13- 6-36
Mrs. Alice Desilets eligible. (P&S-P-603)		17- 6-36
Refusal to promote Mrs. C. M. Degagne, P.P.&S. on account of retention in service after marriage		12- 2-37
		18-11-37

APPENDIX 9

CIVIL SERVICE COMMISSION—MISCELLANEOUS

No canvassers allowed	25- 4-23
The secretary instructed to ask Departments to furnish commission with a list of those surplus to requirements, etc. (100-G)	16- 9-24
When an extension certificate is issued for a fraction only of the period requested by the Department, notification to that effect to be sent to the employee concerned, etc. (10-7-G)	17-10-24
Decision of 25-4-23 confirmed	26- 2-25
Employees not to sell goods and trade during office hours. (25-5-G)	3- 3-35

CIVIL SERVICE COMMISSION—MISCELLANEOUS—*Continued*

Extracts from Minutes	Detail	Date of minute
Assistant secretary to sign cheques in absence of the Chairman. (2-1-G).....		24- 3-25
<i>Re</i> : Allowance of \$15 per diem for civil service commissioners travelling on official business		27- 3-25
League of Nations Society subscription list not to be circulated.....		28- 4-25
<i>Re</i> : Returns to the House of Commons.....		12- 5-25
<i>Re</i> : Decision of 17-10-24. No exception for Interior employees.....		10- 8-25
Ruling of Justice <i>re</i> resignation of Postmistresses to be obtained in writing and communicated to the Post Office Department. (37009).....		13-10-25
Part time employment of temporary customs officers as part time Immigration inspectors, where salary is less than \$200 to be covered by temporary certificate. (I&C-11-153)		14- 1-26
No action to be taken <i>re</i> employment of civil servants at exhibition.....		17- 8-26
Miss Saunders given authority to accept resignations, etc.....		16- 1-24
<i>Re</i> : Conferences to be arranged by the commission of certain bodies connected with education or their representatives, with a view to some concerted action towards providing the proper type of apprentices for map drafting work in the service		7- 7-27
<i>Re</i> : Rejections by P.O. Department. (Sec. 13 C.C. Act). (5-PO-PM).....		20- 9-27
When the department requests the temporary employment of a person in what is or is likely to become a permanent position, public competition to be held immediately so that, when a selection is being made, all candidates may be on a fair and equal basis. (SUB. 73 (Vol. 2)).....		11- 1-28
Payment of \$300 authorized to Bureau of Public Personnel Administration, for the year ending June 30, 1929.....		31-10-28
\$200 granted the Bureau of Personnel Administration for this year and the commission's subscription not to exceed \$100.....		21- 3-30
<i>Re</i> printed matter being displayed on board with advertisements of positions. (C-16D-30).....		24- 3-21
<i>Re</i> Advertisement regarding C.S. examinations coming under section 211 of postal regulations,—Correspondence concerning lotteries and other fraudulent schemes. (SUB. 73 (DUP)).....		18- 9-29
<i>Re</i> accommodation. (4 C.S.).....		5- 3-31
The commission has no power to waive the requirements of the regulations in regard to the necessity for obtaining an order in council for the continuance of a temporary position beyond one year. (10-1).....		19- 2-31
Anonymous letters referring to T. L. Gilbert and S. C. Parnell, Yorkton, Sask., to be returned to the postmaster for further investigation, &c.....		23- 4-31
<i>Re</i> Accommodation. Room formerly occupied by Mr. Grierson to be used in the future for the mimeograph and duplicating work of the commission....		18- 9-31
<i>Re</i> The circulation of subscription lists in the office of the Civil Service Commission in connection with public drives for funds. (69-C.S.).....		29- 9-31
Request of the Photographic Stores Ltd. to take photographs of the staff disallowed.....		30-10-31
The Post Office Department asked to furnish the commission with its views on the order in council P.C. 95 of January 16, 1932, which provides that civil servants must obtain leave of absence, without pay, for the term of municipal or civic office. (37874).....		12- 2-32
If the position of Inspector of construction, Sumas, B.C., is unemployment relief work, such appointment may be made by the department without reference to the Commission according to the Justice ruling. (PW-DCE-3514).....		17- 2-32
Post Office Department to be asked to investigate the delivery of letters to J. B. Morrissey which were addressed by the commission to A. Sipper, Tignish, P.E.I. (M-27539).....		24- 3-32
Auditor General to be notified of the employment of Messrs. Dennis Landry and Mr. Lecomte by the Post Office Department against orders from the Civil Service Commission in order that payment of these employees may be stopped. (5-13-PO (Vol. 2)).....		10- 5-32
The expense account submitted by A. E. Harris of Canso, N.S., in connection with an investigation which he conducted regarding the character of Fred Brown approved (MA-CL-111).....		6- 7-32
Departments to be circularized with a memorandum in accordance with the information on file respecting the award of Commonwealth Fund Fellowships. (SUB. 20).....		26- 8-32
Attention of Treasury Board directed to possibility of filling vacancies in Income Tax Branch by appointment of lay-offs or loan from other departments. (SUB. 33 (VOL. 2)).....		3-8-33

CIVIL SERVICE COMMISSION—MISCELLANEOUS—*Concluded*

Extracts from Minutes	Detail	Date of minute
Membership dues of \$50 per annum for the years 1933 and 1934 to be paid to the Assembly of C.S. Commissions. (69-1 (Vol. 4)).....		22- 5-34
A. Potvin and C. E. Garrett to be made commissioners for taking affidavits. (SUB. 92).....		26- 6-34
Death of Col. M. G. LaRochelle.....		22-12-34
Death of Dr. W. L. Grant.....		12- 2-35
Official representation at funeral of Hon. W. D. Robbins, U.S. Min.....		15- 4-35
Resolution of regret on retirement of Dr. Roche.....		9- 7-35
Letter to Treasury Board <i>re</i> adverse effect of staff control regulations. (See case of C. R. Healy, OS-44038).....		12- 7-35
Membership in C.S. Assembly, United States and Canada, renewed. (69-1).....		1- 8-35
Telegraphic messages to be sent by Royal Canadian Signals Radio Service.....		30-10-35
Addressograph machine to be purchased for exmn. branch.....		17- 9-36
If rooms to be vacated by the Bell Telephone Co. can be secured the out of service files to be moved downstairs and room 661-665-667 to be prepared for use as examination rooms. (4-CS).....		22- 5-37
Pending decision from Justice, lay-offs who have moved to be listed for their present place of residence. (OS-27342).....		17- 8-37
Death of Dr. W. J. Roche.....		9-10-37
Old files for S.S.B. and S.C.R. to be re-checked and destroyed. (31-8).....		4- 1-38

APPENDIX 10

CIVIL SERVICE COMMISSION—PROCEDURE

Signatures on files not dealt with by Full Board.....	21- 1-24 and 24- 1-24
Board to meet every Tuesday and Thursday at 11 a.m.....	23- 6-24
Procedure of handling routine files. (33-CS) 7-2-25.....	21- 3-25 and 19- 4-25
List of departments assigned to Commissioners.....	6- 7-26
Schedule Minutes to be discontinued and files sent to three commrs. (33-CS)....	13- 7-26
Board decisions to be placed on each individual file, etc.....	15- 9-26
Promotion certificates and other documents requiring official signatures during present absence of the Secretary and the Assistant Secretary to be signed by Miss Saunders—For Secretary.....	15- 9-26
For authority to advertise, signature only of Commissioner in charge of the Department to be secured, and, in his absence, the signature of one other Commissioner.....	14- 2-27
Extension certificate covering the period between permanent appointment and last extension may be issued without submitting the file to the Commissioners. (10-1).....	14- 2-27
Except in special cases, extensions to be listed in Schedule Minutes, the question of listing routine cases of leave and annual increases to be held over until next Board meeting.....	10- 3-27
Procedure when Order of H. of C. received for papers. (76-1-(VOL. 8)).....	22- 3-27
Simmins & Kemmis to make report on possible staff improvements. (33-CS)...	29- 3-27
The Secretary and Messrs. Baril, Bourbonnais, Gilchrist, Brown, and Thivierge to be asked for their views on Kemmis and Simmins report.....	17- 5-27
Miss E. E. Saunders to sign all letters and certificates during the absence of the Secretary and the Assistant Secretary, week of September 12th, and J. R. A. Baril to sign urgent cases for Commissioner Tremblay.....	10- 9-27
Suspension and local selections to be listed in Schedule Minutes. (SUB. 31-(VOL. 2)).	21-11-27
<i>Re:</i> transfer of certain portions of the C.S.C. mailing list to the Distribution Office, P.P. & S. (SUB. 15).....	1-12-27
Only promotions caused by death, resignation, etc., as well as transfer to be gazetted. (53-2-(VOL. 10)).....	19- 1-28
Draft letter to Departments outlining procedure to be followed in connection with the continuance of temporary positions and the extension of certificate beyond year approved.	21- 1-28
Temporary employment of persons chosen by Departments in the absence of eligibles to be listed in Schedule Minutes. (SUB. 31-(VOL. 2)).....	13- 3-28

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Accountant to furnish the Commissioners with a monthly statement of the Commission's expenditure under the various heads, etc.....		5- 6-28
<i>Re:</i> Request of the Department of Trade & Commerce that no instructions be sent to candidates to report for duty. (T & C-WM-99) (B.C.).....		21- 6-28
Commissioners decided that where positions are being reclassified downwards, promotion or assignment certificates may be issued without waiting for Orders in Council authorizing same. (PO-C6-90).....		6-11-28
When an employee who has been assigned to a permanent position resigns before the evidence has been completed to permit of a permanent certificate being issued, a temporary certificate to be issued to cover period of employment. (SUB. 10).		10-12-28
Where eligibles are not available for Caretaker, Department of National Defence, the Commission should issue advertisements and receive applications and the oral examination conducted by a representative of the Commission and the Department. (73-ND).....		27-12-28
<i>Re:</i> Memorandum of the Assistant Secretary and the Chief Examiner, dated November 14, 1928, suggesting certain proposed changes in the procedure of the Commission. (SUB-31-(VOL. 2)).....		3- 1-29
Attention of the Minister of Finance to be called to the fact that the C.S. Commission has not been given representation on the Advisory Board recently appointed in connection with the Superannuation Act. (49-1).....		8- 1-29
Draft letter to Hon. Mr. Robb, asking for a copy of the report made by a former Audit Board into the administration of the Civil Service Act by the C.S. Commission approved. (Full Board).....		23- 1-29
Memorandum of the Examination Branch dated February 2, 1929, outlining the procedure to secure proof of age before establishing eligibility for either temporary or permanent appointment to clerical positions was approved. (SUB. 24).		12- 2-29
Procedure approved in connection with the rating of applicants in local competitions		13- 2-29
<i>Re:</i> The establishment of eligible lists of successful candidates for stenographer, Grades 1 and 2, it was decided that the Typewriting papers should be marked first and then only the papers of candidates who obtain 55 per cent or over on typewriting to be marked. The papers of unsuccessful candidates to be marked only after the ratings for the successful candidates are obtained. (SUB. 73-(DUP.))		6- 3-29
Draft letter in connection with the transfer of positions from one Branch to another approved. (INT-A-37)		6- 3-29
The practice of sending a certificate in advance of the receipt of evidence as to age, etc., to be discontinued. In future, notification of assignment to be sent to a department instead of a certificate of appointment until the evidence is complete. (See case of Theo Hamilton). (OS-21069) (Board Decision)		12- 3-29
No change to be made in the present procedure for making appointments to the Department of National Revenue at Charlottetown and Outports thereunder. (38-C-(DUP.)) (Board Decision).....		28- 3-29
Where a candidate resigns his permanent appointment before completion of evidence and a temporary certificate is issued, the eligible in question is to be considered as having exhausted his rights to appointment as a result of the examination from which he was so appointed. (SUB. 10).....		3- 4-29
Arithmetic to be given as an optional subject in all examinations for Stenographer and Typist, etc. (SUB. 38) (Board Decision).....		9- 4-29
Draft letter to departments approved setting out the proposed procedure in connection with investigating individual cases, etc. (33-CS-(DUP.)).....		18- 4-29
Procedure in connection with examinations for positions of Junior Trade Commissioner approved. (T&C-C1-53G-(VOL. 6)).....		30- 4-29
Before assignment, candidates for positions of Lay Inspector to be subjected to a medical examination. (5-AGR).....		18- 5-29
In future, when a temporary incumbent is placed in charge of a Rural Post Office, it will be necessary to have a temporary certificate issued, until such time as the position can be advertised and a perm. appt. made. (5-PO-PM)		30- 7-29
Draft letter to departments recommending that, in view of the shortage of stenographers, Grade 2, assignments as Stenographer, Gr. 1, should be made where it is found practicable, was approved.....		14- 8-29
Application to be made to Commission for assignments to clerical or stenographic positions before applications invited. (PW-T-863).....		23- 8-29

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Procedure to be followed <i>re</i> promotional examinations for Special Exciseman, Grades 1, 2 and 3, Classes A, B and C, approved. (39025G).....		13- 9-29
Draft letter to Prime Minister advising him that the Commission will provide in the next estimates for three positions of Stenographer, Gr. 3, with a view... etc. (SUB-69-(VOL. 2))		24-10-29
<i>Re</i> : Assignments of Caretakers, Department of National Defence, it was decided that assignments should not be made from an eligible list until the file dealing with a Caretaker for this Department has been referred to the Examiner, etc. Department to be asked to specify— (ND-CE-3025).....		7-11-29
Candidates who misrepresent their age at examinations to be blacklisted for one year		6- 3-30
The Chief of the Organization Branch asked to report as to where the increase in work took place which necessitated the increase in expenditure shown in the estimates		16- 4-30
Only promotions to fill vacancies caused by death, resignation, etc., as well as transfers to be gazetted. (53-2-(VOL. 10)).....		19- 1-28
Report of the Organization Branch in connection with the new distribution of Departments to investigators and the proposed procedure in connection with the accession and compilation of information regarding outside salaries approved		19- 6-30
<i>Re</i> : Dismissals from the Service. (57-2) Inquiry regarding eligibility of persons dismissed for admission to examinations not to be made until they apply..		21- 7-30
<i>Re</i> : Appointment of Postmasters whose naturalization is in question. (34253)...		13- 8-30
<i>Re</i> : Appointments of canal employees from date on which navigation opens. (5-R&C)		23- 8-30
Changes in procedure in connection with application forms and inquiries approved. (33-CS)		14-10-30
Requests for extension of certificates from Interior Department referred to Commissioners for approval. (INT-DL-3106).....		16-10-30
The Examination Branch to make a report on the possibility of holding examinations in connection with the appointment of Postmasters to Sub-Post Offices. (29-PO-PM).		16-10-30
Keeping of statistics as outlined in the O.B. Interim Report, No. 1, confirmed. (76-1).		23-10-30
Section 17 certificates to be issued only when authority for establishing the part time position ¹ has been obtained from Council. (SUB.33).....		8-10-30
Request of the Department of the Interior for the transfer of a position to the National Development Bureau, Ottawa, disallowed and appointments of temporary employees to be made in the regular way. (INT-DLO-521)....		28-10-30
<i>Re</i> : Assignments to old temporary positions. (10-1).....		23-10-30
When a person, who has been dismissed from the Service makes application for re-employment, the question of blacklisting such person to be submitted to the Commissioners. (57-2).....		30-12-30
O.A.S. men to receive appointments in Department of Pensions and National Health but, if civilians apply and pass examinations, their names to be included in eligible list and the department required to reject them under Section 24 if they cannot be retained. (5-PH).....		7- 1-31
Rejection under Section 24 to be signed by the Deputy Head of the Department, etc. (5-5).....		27- 1-31
<i>Re</i> : Recommendation that the Board Examiner, Mr. Garrett, be present at all Boards. (SUB.31-(Vol. 2)).....		5- 2-31
<i>Re</i> : Obtaining oaths from members of Advisory Boards. Procedure to be continued. (SUB.7-(Vol. 2)).....		12- 2-31
<i>Re</i> : Rating and marking of papers. (SUB.73-(DUP.)).....		12- 2-31
<i>Re</i> : Assignment of bilingual stenographers. (SUB.5).....		5- 3-31
<i>Re</i> : Procedure to be followed in connection with the absorption of the surplus employees in the Department of the Interior. (59-INT-NR).....		17- 4-31
<i>Re</i> : All requisitions for temporary or permanent appointment to be filled, where possible, by Interior lay-offs. (57-INT-NR-(DUP.)).....		25- 4-31
Passing of Order in Council providing for the placing of lay-offs from the Department of the Interior. (57-INT-NR).....		30- 4-31
Request of Department that blanket certificates be issued for Telegraph Operators employed during rush periods disallowed. Employees to be carried on Thirty Day Clause and, if they are continued beyond this period, a certificate to be issued in the usual way. (MA-M-3037).....		5- 5-31

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Minute of February 12/31 that the Chief Examiner review 5 per cent or 10 per cent of all rates papers, not to apply to Veterinary Inspectors and Jr. Trade Commissioners. (73-DUP.).		9- 7-31
The Chief Examiner not to be required to rate certain papers in the examination for Egg Inspector. (SUB.73-DUP.))		31- 7-31
Employment of Postal Helpers in part time and full time positions in the Montreal Post Office. (24-PO).		24- 8-31
Report of the Organization Branch recommending the procedure to be put into effect in connection with receiving examination fees. (73-3).		9- 9-31
Memorandum of the Chief Examiner recommending the procedure to be followed as regards the field of competition for positions in the Border Cities, Windsor, Walkerville, Sandwich and Ford City, approved. (Sub-73-(Vol. 2)).		18- 9-31
<i>Re:</i> Discussion with a delegation from the Civil Service Federation of Canada:—		
1. Vacancies to be followed up by Commission so that, if replacement is required, the necessary action may be taken without delay.		
2. Estimate to be secured from departments of the number of employees who, although eligible for such action, were not blanketed in.		
3. Lists of promotions in Service not to be inserted in <i>Canada Gazette</i> or daily press.		22-10-31
Ruling to the effect that lay-offs from clerical positions were not to be re-assigned to positions as Elevator Operator, to apply to all lower grade positions for which disability cases are suitable and for which eligible lists exist, e.g., Watchman, Caretaker, etc. (57-3).		29- 1-32
Lists of permanent appointments not to be sent to the <i>Canada Gazette</i> . (53-2-(Vol. 15)).		23- 2-32
Draft letter <i>re:</i> signature of Deputies approved. (31-5).		3- 3-32
Report regarding number of telephones to be taken out approved.		21- 3-32
The Secretary, or in his absence the Assistant Secretary, authorized to sign requisitions for travelling expenses, which must be submitted to the Full Board for approval. (59-4-CS).		22- 3-32
Copies of Minutes to be sent only to three Commissioners and a working copy kept in the Secretary's office. Any decisions affecting the work of a particular Branch to be sent to such Branch if the file recording the decision is not being charged to such Branch. (SUB. 31-(VOL. 2)).		6- 4-32
Authority granted for Miss M. Balmer to sign any papers which Mr. Paynter signed such as receipts for examination fees, etc. (SUB. 31-(VOL. 2)).		8- 4-32
Note on the present form of temporary certificate to be changed. (SUB. 47-(VOL. 2)).		12- 4-32
Departments to certify that the promotion of an employee is in the public interest and certificates that the money has been provided and that the Minister of the Department concurs in the promotion. (SUB. 38).		21-4 -32
Retiring leave granted to lay-offs to be based on continuous service inclusive of the time for which they have been employed in a temporary capacity after lay-off. (OS-32399).		22- 4-32
Signing of required certificates by Commissioners in connection with retirements owing to abolition of position, which appear to be owing to lack of efficiency on the part of the person to be retired. (57-3-PO).		2- 5-32
Promotion certificates to be issued in cases where the necessary money is available and the Minister of the Department concurs in the issue of the certificate at the present time providing the position must be filled. (Sub. 38).		11- 5-32
Postal Helpers may be reduced to part time permanent Postal Helpers if there are permanent vacancies in which to place them. (24-PO).		11-5 -32
Temporary employees, who are being released from Departments and whose names appear on eligible lists which have now lapsed, will retain their eligibility for permanent appointment. (SUB. 24).		3- 5-32
Departments to be asked for a list of temporary employees who have been released since January 1, 1932, and also to report immediately when temporary employees are released. (SUB. 24).		21- 5-32
Ruling that temporary employees released from Departments and whose names appear on eligible lists which have now lapsed will retain their eligibility for permanent appointment to apply to all candidates whose names appear on lapsed lists and who, though temporarily employed last season in seasonal positions, were not taken on this year. (C-10D-365).		27- 5-32

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Names of laid-off permanent employees who receive permanent appointment to other positions regardless of whether the compensation is higher or lower than the compensation for the position from which he was originally laid off, to be removed from the lay-off list. (C-11D-1).....		6- 6-32
Recommendation of parliamentary committee regarding the numbering of papers on files. (SUB. 31-(VOL. 2)).....		7- 6-32
All positions which are of indeterminate duration to be advertised. (PH-PHa-3008).....		7- 6-32
Ruling that temporary employees who are being released from departments and whose names appear on eligible lists which have now lapsed will retain their eligibility for permanent appointment not to apply to part time Postal Helpers. (24-PO).....		8- 6-32
Wording of the salary clause in advertising positions. (SUB. 2 (DUP.)).....		9- 6-32
Cases such as the appointment of a Clerk, Grade 1, where one of the qualifications required is a knowledge of filing and typing, to be referred to the Examiner. (EXT-PM-3011).		10- 6-32
Taking of finger prints of caretakers and Watchmen. (PW-CA3-115).....		14- 6-32
Cases of candidates who misrepresent their age at examination for Prison Guard to be reconsidered and the ruling that they be blacklisted for one year modified. (73-J-P).....		15- 6-32
Employees of the Royal Canadian Mint to be allowed accumulated leave credit for sick and special leave based on their full period of continuous service with deductions for absences since January 1, 1924. (F-M-130).....		18-6-32
Provisions of Section 8 of P.C. 44/1367 dated 14-6-32 regarding new permanent appointments to be adopted at once. (SUB. 33).....		18- 6-32
Appointment of seasonal and casual employees.....		18- 6-32
Commission to require departmental representatives to examine candidates and make reports to the Commission at centres where it is not considered in the interests of economy to have a representative of the Commission act. (PW-CA3-308).....		21- 6-32
Report of the Chief Examiner with regard to the new procedure recommended in connection with the appointment of Postmasters to offices where the revenue is over \$3,000 to be followed by the present board and to be recommended for approval to the incoming Commissioners. (5-PO-PM)..		5- 7-32
Sending of notices of vacancies to a list of persons sent in by J. L. Ralston. These notices to be sent only of vacancies in constituencies which were contested.....		6- 7-32
It will not be necessary for Departments to send recommendations to Council in connection with extension of temporary positions.....		22- 7-32
Miss A. B. Seguin, Office Appliance Operator, Grade 2, Post Office Department, must qualify by examination Clerk, Grade 2, if she wishes to be considered for promotion. (PO-F-2200).....		23- 7-32
The clause dealing with the 10 per cent deduction not to be included on certificates, etc. (SUB. 10).....		3- 8-32
In cases where a Dept. finds it necessary to fill a vacant position in an acting capacity, the usual procedure to be followed of investigating applications and securing ratings in order that later, when the promotion certificate is issued, there may be no undue delay or feeling of unfairness that certain employees were given training, etc. (SUB. 38).....		10- 8-32
New System proposed by Dept. for rating applicants for positions of Junior Radiotelegraph Operator, etc. (39812G).....		10- 8-32
Candidates to be released in accordance with their standing on the eligible list and full time Postal Helpers to be given part time positions in the same manner. (5-PO-C24-(VOL. 2)).....		3- 9-32
Rating of papers for positions where certain qualifications are not necessary. (PW-DCE-3448).		24- 8-32
Appointment of Postmasters. (5-POPM).....		6- 9-32
Mr. Knowle's letter with reference to the provisions of Order in Council P.C. 44-1367 of 14th June, 1932, and the Minute of Treasury Board dated July 18, 1932, based thereon, to be referred to Treasury Board with a statement that the C.S.C. entirely agrees with the arguments advanced in connection with promotions and that to debar from promotion an employee who is required to perform duties of a higher classification is not in the best interests of the Service.		13- 9-32
Examination of Postmasters where no accommodation is available. (5-PO-PM)		14- 9-32

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Department's request for the cancellation of the permanent certificate of Mr. Wollard as Cleaner and Helper, Montreal and the substitution of a temporary certificate therefor approved, if such action can legally be done. (OS-33714)		14- 9-32
New procedure regarding the appointment of Postmasters confirmed. (5-PO-PM)		20- 9-32
All changes from seasonal to full time positions in the same class to be regarded as transfers but the promotion procedure to be followed as in the past in order to select the employee for transfer. (PW-CA2-437).....		21- 9-32
A list of available eligibles, particularly lay-offs, to be prepared for employment on the construction and development of a portion of the Trans-Canada Airway and the Department granted local selection where eligibles are not available.		15-10-32
Where an officer is unjustly dismissed on a charge of political partisanship and later exonerated and reinstated in the service, his seniority to be based on his entire service but, in cases where a dismissal for this cause is sustained, seniority should count only from the date of re-appointment. (C-12C-41)....		17-10-32
Preference to be given in the ranking of candidates with the same percentage to those having the greater number of dependents and, in cases where the number of dependents is the same, precedence to be given to the candidate whose application was certified first. (37623G-K-(VOL. 2)).....		21-10-32
Advertising inviting applications for Prison Guard to contain information to the effect that eligibles must be prepared to accept temporary employment or their names will not be retained on the eligible list. (24-J).....		25-10-32
In cases of vacancies where the Deputy Minister certifies, with the concurrence of the Minister, that the public interest will suffer if the position is not filled in a permanent capacity, the matter is to be investigated by the Organization Branch and a report submitted for the consideration of the commissioners, in order to determine whether it is impossible to avoid the proposed action by a re-arrangement of staff, etc. (SUB. 35).....		25-10-32
Position of Postmaster, Simcoe, Ont., to be filled by promotional competition within the London Postal District. (37882).....		25-10-32
All letter heads and envelopes used to be printed in both languages.....		2-11-32
Permanent appointments not to be made to lower grade positions. (PW-CA2-442)		14-11-32
Information regarding the nature and degree of disability of disabled returned soldiers who are assigned to positions not to be forwarded to the department except when the department is rejecting or about to reject them. (OS-27971).		22-11-32
In promotional competitions, the phrase "other things being equal" is not to be accepted as requiring any action on the part of the Commission the knowledge of two languages to be reflected in the ratings furnished by the Department. (C-10D-2).		29-11-32
Present practice of appointment in disability cases to be followed. The certificate to be accompanied by a letter explanatory of reasons of assignment by Commission, etc. (OS-27971)		7-12-32
A bilingual frank not to be used on the C.S. Comm's letters. (31-2).....		27-12-32
Question of whether applicants for positions of Graduate Nurse in hospitals under the Pensions Branch may be eliminated if over a certain age to be discussed. (73-PH).		18- 1-33
Postmaster General's request for delay in notification to successful candidates in competitions for Revenue Post Offices. (5-PO-PM).....		20- 9-27
Ruling of 25-10-32 re Prison Guards cancelled. Eligibility to be retained by employee who has legitimate reason for waiving claim for a time. (M-28107)		7- 2-33
Revised procedure for selection of Prison Guards approved. (73-J-P).....		9- 2-33
No original assignment is to be made from a list over two years old without the specific approval of the Commissioners. (24-1).....		16- 2-33
Retention of eligibility for individual positions to include eligibility for any other point in the district to which original competition was open; but locality preference to be observed at other centres. (24-NR).....		21- 2-33
Candidates with dependents given preference over those without dependents having equal ratings, etc. (SUB-5).....		20- 4-33
Organization Branch to investigate the necessity for extra remuneration in view of the number of Section 17 certificates which are being issued. (I&C-P-99)		22- 4-33
Anticipated delay in issue of certificate to be reported immediately by the Assignment Branch to the Examiners. (See case of Mrs. M. I. W. Adam). (J-P-3574)		22- 4-33
Oral examination to include rating on education and experience in certain classes. (SUB. 73-(VOL. 2))		24- 4-33

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Surplus stocks of old Reports, etc., Letter Books, 1908-1919, bonus records prior to 1930, to be destroyed. (SUB. 31-(VOL. 2))		1- 5-33
Files on which action is recommended and which is implied by some previous action taken, such as the transfer of an employee where the transfer of his position has been approved by Order in Council, to be entered in Schedule Minutes instead of being sent to the Commissioners		1- 5-33
Draft letter with suggestions regarding possible economies in the Service approved. (53-11)		5- 5-33
Files to be referred to Examiner for follow-up as soon as a vacancy is established. (PO-DS49-5G)		9- 5-33
All cases now pending in Penitentiaries Branch to be sent, with full particulars, to Department of Justice. (J-P-359), etc.		19- 5-33
Information Bureau to be closed and all rooms under Mr. Daley made inaccessible to those not employed therein. Inquiries to be addressed direct to Mr. Daley or Mr. Gosselin. (5-CS)		19- 5-33
Mr. Andrew Sullivan, a lay-off from a position of Inspector of Dominion Lands, Edmonton, not eligible to enter competition for Postmaster at Smoky Lake, Alta. (10975)		27- 6-33
Suggestion to be made to the Department of Agriculture <i>re</i> charge for inspection of seed potatoes. (5-AGR)		30- 6-33
Supervisor at Winnipeg to be allowed to take one oath to cover all work on Examining Boards. Similar request refused in regard to Canadian Legion representative. (SUB. 73-(VOL. 2))		13- 7-33
Order of precedence approved for assignment of stenographers. (RB-A-3019)		25- 7-33
Department of Public Works authorized to appoint temporary caretakers for the three weeks' holiday relief at centres where the Department has no other employee. (PW-CA2-1178T)		19- 8-33
Eligible lists for Inspector of Construction established for one special contract. (PW-DCE-3351)		30- 8-33
Names of eligibles sixty-five years old to be deleted from lists and no assignment to be made if employment cannot be completed before sixty-fifth birthday. (SUB. 24-(DUP. 3))		14- 9-33
Sessional stenographers to be required to pass qualifying test of same grade as Stenographer, Gr. 2; age limit to be waived; test to qualify for only short term temporary employment. (SUB-24)		18- 9-33
The present practice of having all temporary certificates expire on March 31 and September 30 to be discussed with the Treasury Board. (SUB. 33-(DUP.))		19- 9-33
Monthly attendance reports of various Depts. to be kept for a period of two years only. (31-8)		6-10-33
<i>Re:</i> Filling of vacancies. Examiners to consult with Investigators before inquiries are made of Dept. and doubtful cases to be reported to the Commissioners. (SUB. 31-(VOL. 2))		10-10-33
Destruction authorized of O.S. files of employees who have been dead for one year, or who, having been retired at 65 or over, have been out of service for five years. (31-8)		23-10-33
When retirement of employee considerably below age limit is recommended on ground of abolition of position, inquiry to be made as to why that particular employee was chosen for retirement. (<i>See</i> C. E. Coaker PO-C6-30)		31-10-33
Seasonal position declared vacant by reason of its abandonment. (<i>See</i> case of Dr. G. L. Bell, Physician, Treaty Payment, IA-1A5-338)		25-11-33
Reinstatement refused in case of Miss W. Gaudet, whose retiring leave had expired and whose Retirement Fund contributions had been returned. (MA-AG-211)		18-12-33
Inconsistent to make new appointment immediately following release of employees in similar grades. (<i>See</i> Sr. Egg Inspectors. AGR-LS-413)		21-12-33
Reversion to former system of holding examination for Postal Helper class which would also qualify for promotion to Mail Porter, Letter Carrier and Postal Clerk. In case of latter class, candidates for promotion required to possess matriculation standing or equipment. (73-PO)		26-12-33
Temporary tests in shorthand and typing to be held every two weeks. No sessional stenographer to be assigned without qualifying at such test. (37303G-(VOL. 9))		30- 1-34
Destruction of papers in connection with written examinations. (31-8)		2- 2-34
Positions of Clerk, Gr. 1, to be filled by Office Boys if no loan or transfer available. (38-4)		6- 2-34

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Destruction of old files, separation lists and salary increase approval lists.....		9- 2-34
Replacements for short periods which can be made in order of merit from eligible list, to be dealt with immediately after investigation before file is referred to Commissioners. (SUB. 5-(VOL. 2)).....		17- 3-34
An assignment to be made immediately upon investigation of the need of assistance without first referring the file to the Commissioners and the matter to be reported to the Commissioners and approved in the regular way in cases of replacements for short periods, where regular assignments are made in order of merit. (Sub. 5 (Vol. 2)).....		27- 3-34
Recommendations to Special parliamentary committee <i>re</i> long-term temporaries approved (8-3).....		3- 4-34
For all provinces other than Quebec, letterhead paper to be printed in both French and English. (31-2).....		4- 4-34
Routine cases of leave with pay to be included in Schedule Minutes; doubtful cases to be referred to Commissioners. (Sub 31-(Vol. 2)).....		16- 4-34
Confidential copy of Minutes to be circulated to officers named. (69-CS-Vol. 3). Name of S J. Daly added to list of officers to receive copy of Minutes. (Sub. 31-Vol. 2).....		27- 4-34
Files outstanding for seven days to be brought to the Secretary's attention. Action to be taken on two signatures after seven days unless otherwise ordered. Files ordered held to be placed on each subsequent agenda. (Sub. 31-Vol. 2).....		28- 5-34
Files to be dealt with on two signatures if one Commissioner is absent explanatory slip regarding absence to be attached to file and initialed by Commissioner's secretary. (Sub. 31-Vol. 2).....		29- 5-34
No rating on education and experience in examinations for Stock Car Inspector if local Examining Board is nominated. (73-AGR).....		14- 6-34
Important letters to be written in Secretary's Office. (Sub. 31-Vol. 2).....		25- 6-34
Acting promotion, when confirmed, to be entered in Schedule Minutes. (33-I&C-W).....		26- 6-34
Miss Saunders authorized to sign "for Secretary.".....		27- 7-34
Confirmation of decision that no travelling expenses should be incurred without authority from the Board. (39896).....		31- 7-31
File to be returned to Commissioner if notation made by him is not agreed to by his colleagues. (Sub. 31-Vol. 2).....		16- 8-34
Wider publicity to be given competitions for Poultry Inspector, Egg Inspector, etc. (2-1-AGR).....		13-11-34
Heads of branches to release temporaries when certificates expire. (CS-A-183T). Examiner to be associated with Investigator in connection with reorganizations. (33-AGR-P).....		14-11-34
When any Commissioner is absent on duty an entry to that effect to be combined at the head of the Minutes with the statement regarding those present for the day.....		22- 1-35
Definite report to be secured on each appointee after 3 mos. probation. (5-5)....		31- 1-35
Examiner's initials not be appended when copies of reports are being furnished to members. (FS-D-56G).....		26- 2-35
Protest to Treasury Board <i>re</i> selection of individual cases for special treatment. (33-J-A).....		22- 3-35
Letter to Treasury Board protesting against preferential treatment for certain cases and requiring reference to C.S. Commission. (33-T & C-S (Dup.))....		9- 4-35
Assignment of next eligible to follow rejection without reference to Commission in connection with Hospital Orderly. Gr. 1, Graduate Nurse and Hospital Utility Man. (24-PH).....		11- 6-35
Expenditure accounting for commission to be done by Representative of the Treasury, Public Works Division. (31-9).....		18- 6-35
Eligibles for Graduate Nurse and Hospital Orderly, who are found to be physically unfit, to be advised by Commission instead of Department. 24-PH).....		19- 6-35
Temporary certificate issued for short period pending completion of evidence, to be extended for full period without further reference to Commissioners. (Sub. 10).....		24- 6-35
Extensions for R.C.M.P. employees taken over from Provinces who have not qualified by examination to be listed in Schedule Minutes. (5-RCMP).....		29- 6-35
When local selection has been authorized, certificates to be issued for party selected without further reference to Commission. (Sub. 5-Vol. 2).....		10- 7-35
Acting promotions to be confirmed without further reference to Commisisoners and to be entered in Schedule Minutes. (Sub. 31 (Vol. 2)).....		10- 7-35
		15- 8-35
		24- 8-35

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Replacements in permanent and temporary positions to be passed by O.B. without report. (33-Vol. 2).....		3- 9-35
Permanent positions to be confined in general to employees with some length of service. Recent temporary employees to be retained on a temporary basis until permanent vacancies occur. (5-AGR-Vol. 2).....		5- 9-35
Details of costs to be included in all reports to Treasury Board. (59-1-Vol. 2)...		9- 9-35
Weekly staff meetings inaugurated.....		19- 9-35
Examination papers not to be destroyed until after next Session of Parliament. (31-8) (Board Decision).....		20- 9-35
Temporary assignments only to be made until it is definitely decided which of the temporary employees now on duty will be made permanent. (Sub. 5 (Dup.)).....		28- 9-35
Draft form for probationary report approved. (5-5).....		3-10-35
In dealing with temporary establishments, Commission to report facts but not to express approval or disapproval. (33-3-PW).....		21-10-35
Schedule Minutes to include (1) Certificate under Section 17 not exceeding \$500 per annum, (2) Local selections previously authorized. (Sub. 31-(Vol. 3))..		22-10-35
Full board to meet at 10.30 instead of 11.00 a.m. (Sub. 31 (Vol. 3)).....		17-10-35
Extension files to be passed direct from Organization Branch to Assignment Branch and only doubtful cases to be referred to Examiner. (31-10).....		18-10-35
Commissioners to sign weekly reports of attendance. (36851-35-Que.).....		16-10-35
Approval of new Ministerial Head to be secured before action is taken on requests for reorganization, etc. (Sub. 33-Vol. 2) (Board Decision).....		30-10-35
Trial of Royal Canadian Signals Radio Service made for telegraphic messages to Kingston, Toronto, Montreal, Winnipeg and Edmonton. (69-CS-(Vol. 3))		30-10-35
Requests for appt. or pro. in Agriculture Dept. in District of Montreal to be brought immediately to Commissioner Potvin's attention. (5-AGR-(Col. 2)) (Board Decision).....		12-11-35
Interim certification for one month while evidence is being collected; no extension until file is complete. (Sub. 67) (Board Decision).....		14-11-35
Terms of regulations to be carried out in connection with transfer of Veterinary and Lay Inspectors. (31-7).....		19-11-35
Staff meetings to be held at least twice a month. (31-7).....		19-11-35
Full Board files to be seen by all Commissioners before discussion (Sub. 31-(Vol. 3)) (Board Decision).....		19-11-35
Draft submission to Treasury Board to be submitted by Depts. in connection with new temp. positions and to be stamped "necessary" or "not necessary" and returned without covering letter. Commissioners to deal only with cases not recommended. (Board Decision).....		12-12-35
Commission to be responsible for notifying appointees of their rejection. (5-5-Dup.)		17-12-35
When a deputy head's recommendation is not accepted, deputy to be invited to appear before Commission. (Sub. 33-(Dup. 2)).....		19-12-35
<i>Re:</i> Perm. Appt. of lay-offs temp. employed in perm. positions. (5-6).....		26-11-35
Office Boys' positions to be investigated after two years' service. Employee to be placed in Clerk, Gr. 1, class before reaching 21 years of age, or released at that age. (33-FT-(Dup.)).....		3- 1-36
All reading of proofs and translation of papers to be done in the Printer's quarters. (Sub. 31-(Vol. 3)).....		7- 1-36
Eligible list of lay-offs not to be published in <i>Canada Gazette</i> . (53-2-(Vol. 15)).		30- 1-36
Progress reports with a lower rating than "especially good" to be B.F'd and a further report secured later. (T & C-GC2-619).....		4- 2-36
<i>Re:</i> Requests for reclassification. (Sub. 33-Dup. 2)).....		26-12-35
Classification of exempt positions to be entered in Schedule Minutes. (I & C-EX-14).....		24- 2-36
Order of eligible list to be observed within Dept. but not between departments. Examiner and Assignment Branch to confer before recommending appointment. (5-6).		26- 2-36
Procedure for dealing with temporary positions of Inspector of Construction and Clerk of Works. (56-1-PW).....		27- 2-36
Recommendations for sick leave for staff of Commission placed in Schedule Minutes instead of being signed by each Commissioner. (Sub. 31-(Dup. 3)).		7- 2-36
Possibility of annual report on organization and staff of all departments to be taken up with Treasury Board. (Sub. 73-(Vol. 2)).....		4- 3-36

CIVIL SERVICE COMMISSION—PROCEDURE—*Continued*

Extracts from Minutes	Detail	Date of minute
Assignment to typist positions to be made from stenographer list rather than from Clerk list. (C-50E-333 and ND-DB-70).....		4- 3-26
Board meetings to be held at 3.30 p.m. during Session.....		27- 2-36
Reports to Treasury Board <i>re</i> temporary establishments to be signed by the Secretary		18- 3-36
Permanent appointment of lay-offs to be completed ahead of those who were not lay-offs in same branch or division. (57-3-(Vol. 2)).....		19- 3-36
Postmaster to continue to act as Caretaker, part time, in the smaller public buildings when requested by P. W. Department and concurred in by Post Office Department. (PW-CA3-103)		3- 4-36
French candidates to be given French receipts for fees, and receipt to be printed in bilingual form. (5-5-36)		5- 5-35
Department to certify as to proportion of temporary and permanent employees when requesting permanent appointments. (Sub. 5-(Vol. 2)).....		10- 6-36
Concurrence of Minister required for filling permanent positions, but not for creation of new positions, reclassifications or temporary appointments. Treasury Board to be asked to forward lists of temporary positions at least two months before commencement of six months' period. (Sub. 33-(Dup. 4))		15- 7-36
Dominion Business College, Winnipeg, to be supplied only with the names of the successful candidates at recent Census exam.....		13- 7-36
Office Appliance Operators to be first appointed as Clerk, Gr. 1. Line of promotion to be to Office Appliance Operator, Gr. 2, and promotional standing to be determined by ratings on seniority and efficiency and fitness rating based upon actual performance for three months prior to promotional competition. (40421G)		27- 7-36
Notice of important appointments to be sent to the press, but not of minor appointments or promotions. (Sub. 38).....		12- 8-36
Public Works Dept. advised that employees should be laid off according to standing on eligible lists. (PW-CA2-258).....		27- 8-36
Instructions given that inquiries are to be answered by letter rather than by telephone. (PW-CA3-950)		14- 9-36
In order to avoid delays, interim certificates for temporary employment to be issued to three months while evidence is being collected. (Sub. 5-(Dup. 4))		21- 9-36
Investigation into bonus system under which mechanical tabulating clerks are working in Post Office Department.....		17-11-36
Schedule Minutes to include:—		
1. Eligibility of Postal Helpers for Postal Clerk Positions.		
2. Promotion of highest candidate on a rating sheet or of occupant of reclassified position.		
3. Local selection made by a Department without previous authorization.		
4. Creation of new positions.		
5. Eligibility of married women.		
6. Leave of absence except in cases of refusals.		
7. Transfers except those coming under Section 54 of the C.S. Regulations. (Sub. 31-(Vol. 3))		4-12-36
Classification of exempt positions to be included in Schedule Minutes. (Sub. 31-(Dup. 3))		5- 1-37
Mr. G. A. Brown made responsible for keeping track of files and following them up to avoid delays. (Sub. 31)		18- 1-37
Revenue postmastership to be advertised as soon as Commission is asked to certify temporary incumbent. (See Mont Joli and Sutton, P.Q., 40587T)...		19- 1-37
Procedure <i>re</i> printing and distribution of Regulations and amendments. Distribution to be free as a general rule. (Sub. 54-(Vol. 2)).....		17- 3-37
Post Office Department informed that Commission cannot be held responsible for delay in issuing certificates for eligibles whose names have not been reached when delay is due to lack of information from Department. (PO-C24-2864T and 231T)		27- 3-37
Local selection granted for Stenographer, Gr. 1, Indian Head, Sask., and small local competitions for Stenographer, Gr. 1 and 2, where local selection has been granted, to be included in next general exam. (AGR-E-3322)....		16- 4-37
Commissioners to sign dictated Minutes instead of individual files in all routine cases. Files requiring discussion to be sent direct to Commissioners. (Sub. 31-(Vol. 3))		1- 6-37
Legality of transferring a name from eligible list for one centre to another, referred to Justice for ruling. (AGR-P-3006) (Sub. 24-Dup. 3).....		8- 6-37

CIVIL SERVICE COMMISSION—PROCEDURE—*Concluded*

Extracts from Minutes	Detail	Date of minute
Procedure laid down for appt. of Railway Mail Clerks from Postal Clerk list, and provision made for medical exam. of prospective appointees to Railway Mail Service. (73-PO-(Vol. 2)).....		17- 6-37
Staff warned that no advance information may be given out regarding personnel of Advisory Examining Boards. (Sub. 73-(Dup.)).....		30- 6-37
Certificates of appointment to issue under name commonly used, provided person is identified with proof of age. Deed poll to be requested for change in name. (PW-CA2-417).....		26- 6-37
Receipts for fees to be mailed from Miss Balmer's Office. No applications without fees to be accepted after examination supplies are ready to go out. Candidate admitted without fee to be sponsored by Commissioner or Secretary. Obsolete receipt books to be destroyed. (31-9).....		30- 7-37
New Procedure for handling extensions by list system approved. (10-1).....		12- 8-37
Progress reports not required for temporary Immig. Insp. until end of season. (MR-IMW-3043).		20- 8-37
Suggestion that names on eligible lists should not be entered in Minutes not approved. (Sub. 31-(Vol. 3)).....		31- 8-37
Office Boys not to be assigned at headquarters to positions that are clerical in nature. (3785G-(Vol. 11)).....		28- 9-37
In case of postal employees, certificate for three months or less to be issued as soon as possible after one month's employment, and checking <i>re</i> order of merit, etc., to be done during period of certificate. Privilege to be discontinued where any Postmaster is found to be taking advantage.....		18-10-37
Information regarding appointments, promotions, etc., to be given out to the press by Departments concerned in future. (Sub. 5-(Vol. 2)).....		19-10-37
Competition for Caretaker, Antigonish, N.S., considered as demonstrating desirability of having member of Commission's staff present at exams. (PW-CA3-102G).....		10-11-37
Requisition for part-time employment of officer holding another position to pass from Org. to Examiner and thence to P. S. for entry in Schedule Minutes. (Sub. 31-(Dup. 5)).....		15-11-37
Chief examiner to report on possibility of scrutinizing all requisitions for Clerk, Gr. 1, with a view to promotion of Office Boys from the same or another Department. (38-4).....		29-11-37
Criminal record not to debar a man from appt. provided he can establish a subsequent adequate record of good character and integrity. (See case of W. L. Purvis, OS-50154).....		4- 1-38
Present procedure to be continued of opening positions of Collector, if considered advisable to Chief Inspector's Staff. Positions on Chief Inspector's staff to be open to port and district. (C-13K-1G).....		4- 1-38
Supplementary eligible lists when furnished Departments to bear date of original list, and eligibles named thereon to be eligible for appointment from such date. (Sub. 24-(Dup. 5)).....		21- 1-38

APPENDIX 11

PROMOTIONS AND TRANSFERS

<i>Re:</i> Promotional competition for Customs Excise Examiner, Kenora, Ont. Matter to be taken up with the Department in light of general situation that would be created, etc. (C-20E-2).....	5- 1-24
<i>Re:</i> Delays in promotional competitions under C & E (38-C).....	22- 1-25 & 5- 2-25
Employees who have waived their right to appointment in class for which they qualified and accepted appointment to a lower position to be required to pass regular promotional examination for promotion to higher class. (38-3G) (Sub. 38).....	22- 4-25
Procedure in connection with promotions in P.O. Outside Service approved. (38-PO).	4- 5-25
Married women who are living with and supported by their husbands and are supernumerary to establishment not to be transferred to positions on regular staff. (PO-F-618).....	1- 6-25
When promotional competitions are advertised, the date beyond which the promotion will not be effective to be clearly set out in the advertisement..	21-10-25

PROMOTIONS AND TRANSFERS—*Continued*

Extracts from Minutes	Detail	Date of minute
Effective date of promotions. (Sub. 38).....		20-11-25
Suggestion of Dominion Customs Excise Officers' Association for certain changes in the procedure in the Province of British Columbia. (5-C).....		15- 1-26
Paragraph to be inserted in advertisements for promotional competitions approved. (PW-A-27).....		13- 2-26
Procedure in connection with requests from Departments for the transfer of positions approved. (Sub. 33).....		1- 4-26
Section 62 of the Regulations to be reworded for promotional posters for Mines Department. (Page 4).....		4- 5-26
Veterinary Inspectors, Transfer of positions, either occupied or vacant from one place to another, as the exigencies of the Service require, to be approved provided the Commission is advised of such transfer within thirty days of its taking place, etc. (33-AGR-Hi).....		26- 6-26
Temporary transfer of Jr. and Sr. Fruit & Vegetable Inspectors.....		17- 9-26
Gazetting of promotions and transfers to be discontinued. (53-2 (Vol. 10)).....		29-11-27
Finance promotions. (F-P-5G).....		6-12-27
Ruling of April 22, 1925, that employees who waived their rights to employment in a class for which they qualified and accepted a lower position should be required to pass the regular promotional examination for promotion to a higher class to be cancelled. (SUB. 38).....		10-12-28
In connection with the proposed new regulation governing transfers in the Department of National Revenue, it was decided to delete the words "and that no disposition could be made of the employee more in keeping with his former classification." (50-NR).....		5- 3-29
Draft letter in connection with the transfer of positions from one branch to another approved. (INT-A-37).		6- 3-29
An employee who has not completed his evidence for permanent appointment considered ineligible for admission to a promotional competition. (C-PS-68)		30- 4-29
Procedure re promotion and transfer of employees on the Welland Canal to Welland Ship Canal, etc. (50-R & C).....		9-12-29
No change was authorized in the printed form "requisition for permanent appointment." (Sub. 73 (Vol. 2)).....		41- 1-30
Ruling to be obtained regarding the eligibility for promotion of persons appointed by special provision in the Estimates. (56-1-(Vol. 2)).....		21- 3-30
Promotion of Mr. F. W. Simpson to Land Administration Clerk to be held in abeyance for the present. (INT-DLW-95).....		29- 7-30
Probationary period of one year in cases of promotion due to the re-organization of the Money Order Division, Financial Branch, Post Office Department. (3931OG).		23-10-30
Promotion of Miss Winifride Raye to Clerk, Gr. 3, effective as soon as practicable after being appointed as Stenographer, Gr. 2, (OS-25644).....		28- 7-31
Promotion of employees of the Customs Service who have been appointed without competition from outside the Service not to be approved by the Commission. (38-NR).		28- 7-31
Eligibility for promotion of persons appointed under the Department of National Revenue Act. Those persons who had originally been appointed by the Commission eligible for transfer to regular service. (C-PS-3058).....		8- 4-32
Position of Thomas Gaul, Fireman-Labourer at Calgary, to be reclassified to Foreman of Char Service and Mr. Gaul promoted thereto. (PW-CA3X-548 and PW-CA3-3038).		19- 4-32
Appointment suggested to the class Clerk, Gr. 3, with a view to training the incumbent for promotion upon the eventual retirement of the Dockmaster at Lauzon, P.Q. (PW-CE-301G).....		20- 4-32
Transfer and promotion of officers who were appointed under the Department of National Revenue Act originally to positions in the classified service, etc. (50-NR).		21- 4-32
Promotion certificates to be issued in cases where the necessary funds are available and the Minister of the Department concurs in the promotion being made at the present time, provided the position in question actually requires to be filled. This certificate not to be required for vacancies which have been reported since April 1st, 1932. (Sub. 38).....		11- 5-32
Postal Helpers may be reduced to part time permanent vacancies of Postal Helper. (24-PO).		11- 5-32
When rating sheets are returned to Departments to have changes initialed, the return of the sheets should be awaited before the action is taken to approve the promotion. (PO-DS11-11).....		17- 5-32

PROMOTIONS AND TRANSFERS—*Continued*

Extracts from Minutes	Detail	Date of minute
In the event of Railway Mail Clerks who are being reduced to Postal Clerks applying at a later date for promotion to be class from which they are now being reduced, the age limit should be waived, their eligibility for promotion being subject to the provision that they still possess the required qualifications and that their physical fitness is not impaired. (50-PO).....		25- 5-32
Promotional examination for O.A.O. Gr. 3, Ottawa, open to perm. O.A.O. Multi-graph, at Ottawa, to consist of oral exam. by an Advisory Board and, if necessary, a practical test, etc. (ND-PS-17).....		25- 5-32
Transfer of Miss C. M. M. Fischer, who was appointed under the provisions of the Dept. of N.R. Act, to a position on the Port Staff, not to be considered. (C-PS-3078).....		25- 6-32
Miss Margaret McPhee, who was appointed as Stenographer, Gr. 3, Buffalo, N.Y., under P.C. 8/200 of 31-1-22, not eligible for transfer to position of Stenographer, Gr. 2, Ottawa. (NR-H-774).....		16- 8-32
Mr. R. Maxwell, Surveyor of Customs and Excise, Gr. 7 Port, Vancouver, who was demoted to Principal Clerk as a disciplinary measure, to be classified and paid as a Principal Clerk and the position numbers adjusted as soon as this can conveniently be done. (C-13K-77).....		23- 8-32
Recalling of Railway Mail Clerks from Postal Clerk Positions. The Department must make the necessary representations to Treasury Board in such cases. (PO-DS24-203).....		15- 9-32
Removal of Special Exciseman, Gr. 3, from one survey to another may be treated as a transfer notwithstanding the fact that the maximum salary differs for the various surveys, but each case to be referred to the Examination Branch for report. (C-13-K-219 and C-8K-7).....		26-10-32
Authority given to Dept. of Agri. to transfer members of the Inspection Staff from one point to another to be held to include Lay Inspectors as well as Veterinary Inspectors. (AGR-HA-940).....		23-11-32
Mr. C. A. Pincombe, who was dismissed for political partisanship and was re-appointed as a result of competition to a position of Customs Excise Examiner, Clair, N.B., to have his service previous to dismissal counted in his seniority for purposes of promotion, Mr. Pincombe having submitted evidence to show that he was unjustly dismissed. (C-12C-41).....		24-11-32
Transfer of E. W. Kelk, which was approved on the ground of ill health without Mr. Kelk's consent, effective May 1st, 1932, cancelled in order to permit of his retirement on the basis of the salary which he was receiving in his former position. (MA-R-1366).....		29-11-32
In connection with the complaint of Mr. S. A. G. Smith and that Mr. W. V. Latham who was acting in the position of Computing Clerk and had had an advantage over him in the rating and his request that he be given a trial in the position, the Department to be advised of the circumstances and to be asked whether they would be prepared to comply with Mr. Smith's request. (C-32E-38).....		23-12-32
Ratings to be furnished on the officers in line for the position of Chief, Division of Quarantine, H.-Q.-1, in order that, when the promotion is to be made, the necessary steps will have been taken.....		27- 1-33
Transfer of J. Francis from Mines to Office of Supt. of Bankruptcy approved with proviso that position of Asst. to Supt. be advertised if and when created. (F-SB-1).....		7- 2-33
Treasury Board to be asked whether each case is to be submitted to the Board before being dealt with by the Commission. (Sub. 38).....		10- 5-33
Exchange of positions approved between H. A. Russell, and G. J. Stephenson provided Treasury Board approves of removal expenses. (PW-CA4-1 & 55).....		7- 6-33
Earl Biggar, temporary Poultry Inspector, transferred with his position from Mount Pleasant, Ont., to Montreal, P.Q., there being no eligibles at Montreal. (AGR-IS-3087).....		8- 7-33
A. C. Craft, temporary Promoter of Egg Production, transferred with his position from Nappan, N.S., to Fredericton, N.B., there being no eligibles at Fredericton. (AGR-EF-3170).....		8- 7-33
Actual, rather than acting promotions, to be made to Inspector of Customs and Excise, Chief Clerk at headquarters, Ottawa; Chief Clerk at Ports; Sub-Collectors of Customs and Excise; Special Exciseman, Grade 3. (Sub. 33; Vol. 2).....		9-12-33
Satisfactory performance of duty considered evidence of sufficient bilingual qualifications. (See A. R. Hedgecoe, AGR.-LS-464).....		22-12-33
Promotion recommended as economy measure in preference to payment of living expenses. (C-1-52, 57 and 98).....		4- 1-34

PROMOTIONS AND TRANSFERS—*Continued*

Extracts from Minutes	Detail	Date of minute
Acting promotion of E. W. Abraham to Sr. Customs Excise Examiner at Victoria to be treated as definite transfer at present rank and salary in order to leave former position vacant for transfer of A. Crozier from Kildonan. (C-14K-33 and 43).....		16- 1-34
Transfer of Miss A. E. McGuire, temporary stenographer, Gr. 2, from Regina to Edmonton disallowed. (ND-CCA-3024).....		12- 3-34
Promotion of Miss G. L. Hardy antedated. (J-A-52).....		22- 3-34
Candidates for Postal Helper who pass matriculation examinations after passing the written test for Postal Helper to be regarded as eligible for promotion to Postal Clerk, subject to departmental rating. (PO-C31-9).....		26- 3-34
Transfer of temporary employee approved. (See Miss A. E. McGuire). (ND-CCA-3024).....		28- 3-34
Seasonal Bridgmaster to Lockmaster full-time may be treated as a transfer. (R & C-Q-77).....		4- 4-34
W. H. Stubbs, who was taken over by the R.C.M.P. on abolition of position in Preventive Service, to be treated as a transfer if recalled to duty by Department of National Revenue. (C-PS-505).....		10- 4-34
C. A. Bourdeau, Clerk, Grade 1, to Clerk, Grade 2, Oral examination on duties of office only to be required as assignment is purely temporary. (R & C-Q-3024).....		17- 4-34
J. M. Bowman, temporary Live Stock Fieldman, transferred from Brandon to Winnipeg with his position. (AGR.-LS-3181).....		18- 4-34
Transfer of temporary Dairy Produce Grader, E. W. Light, Saskatoon to Calgary. (AGR-D-217).....		25- 4-34
J. R. Latulippe, temporary Live Stock Fieldman, transferred from La Malbaie to Chicoutimi, P.Q. (AGR.-LS-3185).....		25- 5-34
Revenue Postmasters admitted to promotional competitions within their district. PO/DS54-6).....		25- 6-34
Acting promotion, when confirmed, to be entered in Schedule Minutes. (33-I&C-W).....		27- 7-34
Mr. J. W. Crowe, Acting Asst. Inspector of Customs & Excise, Sault Ste. Marie, Ont., rejected. (C-13E-23-Conf.).....		15- 8-34
Lowest rated candidate promoted to Steno. Gr. 2, because only one qualified by written exam. (Case of M. E. O'Connor, PW-CA1-8).....		13-11-34
Part-time Postal Helpers given leave without pay and assigned to full-time positions on temporary certificate. (PO-C49-3100).....		26-11-34
Letter to Treasury Board <i>re</i> abolition of positions to which acting promotions have been made. (Sub. 33-(Vol. 2)).....		26- 1-35
Promotions in Engineering Br., P.W.D., and engineering or similar positions to be open to employees throughout Dominion. (38-PW).....		26- 1-35
Selection for further vacancies not to be made from a promotional competition which was not advertised as applying to more than one position. (C-13K-13S).....		25- 4-35
Additional salary as Registrar of Shipping paid in connection with acting promotion. (See H. S. Turner, C-16E-1).....		8- 4-35
J. F. MacLeod to be treated as lay-off in order to arrange transfer. (PO-DS27-2).....		17- 8-35
Promotion not to be effective from the same date as the perm. appt. but from the next quarterly date. (See case of M. B. Bell, MA-FA-30).....		29- 1-30
C. G. Riley, Plant Pathologist, transferred with his work from Ottawa to the University of Toronto for the period September 23, 1935, to May 15, 1936. (Agr-EF-408).....		26- 8-35
Employee given third test to qualify for promotion; if he fails, position to be filled by assignment. (L. J. O. Paradis, C-10D-230S).....		30- 8-35
Fourth test allowed to candidates who failed. (PW-A-46).....		6- 9-35
K. Rasmussen, Lethbridge, Alta., transferred with his work to the University of California for six months. (AGR-19EF-2).....		19- 9-35
A. E. Richards, Agricultural Economist, Ottawa, transferred with his work to Harvard University, from September 15, 1935, to June 15, 1936. (AGR-ECO-21).....		19- 9-35
W. G. McGregor, Cerealists, transferred from Ottawa to Winnipeg for a period of one month or six weeks and, from January 1 to March 16, 1936, to Iowa State College. (AGR-EF-105).....		3-10-35
Veterinary and Lay Inspectors to be transferred only in emergency without reference to commission and bilingual requirements to be observed. (33-AGR-HA).....		28-11-35

PROMOTIONS AND TRANSFERS—*Continued*

Extracts from Minutes	Detail	Date of minute
Inquiry to be made of National Revenue regarding the leakage of information respecting ratings before promotional competitions are advertised. (C-55E-57).....		18- 2-36
C. Perrault, Plant Pathologist transferred temporarily from St. Anne de la Pocatiere to Macdonald College, with his work. (AGR.-EF-405).....		17- 2-36
Agreement of Royal Canadian Mint to report vacancies as soon as they occur in order that competition may be held. (40369G).....		5- 3-36
Advisory positions in Printing Bureau, Department of P.P. and S. required during sessions of parliament to be advertised "for trial and training without extra compensation." (P & S-P-3185).....		6- 3-36
Promotion may be coincident with permanent appointment if employee could be required to make refund if promotion were delayed. (See case of Dr. M. H. Haycock, MI-M-113).....		12- 3-36
Employees falling short of present educational standard to be admitted to promotional competitions for Postal Clerk if appointed prior to adoption of higher standard. (38-PO-(Dup.)).....		24- 3-36
Inquiry to be made <i>re</i> ,—feasibility of holding promotional tests once or twice a year, in place of individual examinations. (I & C-H-254).....		30- 4-36
Perm. transfer of veterinary Inspectors to be recommended strictly in accordance with Section 54 of the Regulations. (AGR.-HA-1125 and 33-AGR-HA).....		17- 6-36
Promotions may be ante-dated beyond beginning of fiscal year (if in accordance with Regulations) provided no increase is involved. (NR-H/812).....		2- 7-36
Employees who were unable to present themselves at promotional comp. for Grade 2 classes and who furnish adequate reasons for such non-attendance to be re-examined, etc. (AGR-EF-51).....		2- 6-36
J. R. Pelletier transferred temporarily from Ste. Anne de la Pocatiere Versailles, France, and Aberystwyth, Wales. (AGR-8EF-2).....		25- 6-36
D. J. MacLeod, Plant Pathologist, Fredericton, N.B., trans. with his work to Cambridge University, Eng. (AGR-EF-395).....		26- 6-36
J. G. C. Fraser, transferred with his work from Central Ex. Farm, Ottawa, to McGill University, Montreal. (AGR.-EF-101).....		22- 7-36
A. J. Chuter transferred to Postal Clerk without educational requirements. (PO-C49-791).....		23- 9-36
A. G. O. Whiteside, Cerealists, transferred with his work to McGill University, etc. (AGR-EF-103).....		29- 9-36
Promotion without examination, Miss J. K. Wilson to be given oral or written test to ascertain her educational qualifications, her position having been reclassified. (T & C-S-390).....		1-12-36
Cyril A. Brocking promoted to Clerk, Gr. 2, without examination. (PO-DS51-51).....		16-12-36
Office Boys considered eligible for temp. employment as Clerk, Gr. 1, after reasonable term of service, and to retain eligibility for perm. appt. as Office Boy and subsequent promotion. (Ft.-HQ-29T).....		1- 5-37
Miss Emma Hardy, P.O. Dept., promoted to Grade 2, without examination. (PO-C67-4).....		7- 6-37
Office Boys not to be reclassified before completing two years' service, but may take part in promotional competitions. (33-C-(Dup. 5)).....		23- 7-37
Messrs. H. B. Cannon, P. O. Ripley and R. H. Handford transferred with their research problems to points of study. (AGR-EF-3233 and 41 and AGR-E-243).....		19- 8-37
Transfer from Post Office Department to National Revenue disallowed as there are junior employees in line for promotion. (See L. P. Clarkin, PO-F-769).....		27- 8-37
Part-time postal employees restored to full-time at former salary by letter only. (59-PO).....		2- 9-37
Postal Clerk vacancies to be filled alternatively by promotion and appointment. (34609G).....		1-10-37
Shift of three Lightkeepers overlapping in date, due to unusual condition in Lighthouse service. (T-M-An-875, 864-853).....		13-10-37
A promotion delayed by retiring leave and entailing actual loss of income to be covered by temporary certificate without requiring resignation. (See case of T. T. Stevenson, T-M-AN-365).....		2-11-37
Permanent Clerks, Gr. 2, in P.O. Dept., regarded as qualified for promotion to Postal Clerk without passing a further qualifying examination. (33-PO-(Dup. 6)).....		11- 5-37

PROMOTIONS AND TRANSFERS—*Concluded*

Extracts from Minutes	Detail	Date of minute
Above decision reversed. A person who has qualified for position of Postal Clerk eligible for promotion to Clerk, Gr. 2. (See J. C. Waddell-PO-C49-2278)		5- 1-38

APPENDIX 12

CIVIL SERVICE COMMISSION—SCHEDULE MINUTES

Procedure of handling routine files. (33-C.S.).....	7- 2-25
	21- 3-25
	19- 4-25
Schedule Minutes to be discontinued and files sent to the three Commissioners. (33-C.S.)	13- 7-26
Except in special cases, extensions to be listed in Schedule Minutes, the question of listing routine cases of leave and annual increases to be held over until next board meeting.....	10- 3-27
Suspensions and local selections to be listed in Schedule Minutes. (SUB. 31- VOL. 2)	21-11-27
Files on which action is recommended and which is implied by some previous action taken, such as the transfer of an employee where the transfer of his position has been approved by order in council, to be entered in Schedule Minutes instead of being sent to the Commissioners.....	1- 5-33
Routine cases of leave to be included in Schedule Minutes; doubtful cases to be referred to Commissioners. (SUB. 31-VOL. 2).....	16- 4-34
Acting promotion, when confirmed, to be entered in Schedule Minutes. (33 I&C-W)	27- 7-34
Acting promotions to be confirmed without further reference to Commissioners and to be entered in Schedule Minutes. (SUB. 31-VOL. 2).....	24- 8-35
Schedule Minutes to include (1) certificates under section 17 not exceeding \$500 per annum, (2) Local selections previously authorized. (SUB. 31-VOL. 3)..	22-10-35
Recommendations for sick leave for staff of Commission placed in Schedule Minutes instead of being signed by each commissioner. (SUB. 31-DUP. 3)..	7- 2-36
Schedule Minutes to include:—	
1. Eligibility of postal helpers for postal clerk positions.	
2. Promotion of highest candidate on a rating sheet or of occupant of reclassified position.	
3. Local selection made by a Department without previous authorization.	
4. Creation of new positions.	
5. Eligibility of married women.	
6. Leave of absence except in cases of refusals.	
7. Transfers except those coming under Section 54 of the C. S. regulations. (SUB. 31-VOL. 3)	4-12-36
Classification of exempt positions to be included in Schedule Minutes. (SUB. 31-DUP. 3)	5- 1-37
Schedule Minutes to include:—	
1. Temporary certificates for rural postmasters with authority to advertise.	
2. Permanent appointments under Section 35.....	22- 2-37

APPENDIX 13

CIVIL SERVICE COMMISSION—STAFF

Mr. Nash's request for classification of Confidential Messenger disallowed.....	12-12-24
Mr. Patching to be retained until end of fiscal year.....	30-12-24
Mr. Gilchrist to devote part of his time to a study of what further improvements might be effected in the Organization.....	30-12-24
Retirement of Messrs. Payne and Adams and Miss MacKay.....	27- 1-25
O. B. to investigate Mr. Paynter's position. (CS-A-53).....	31- 1-25
Mr. Bird's application to carry over annual leave to 1925-26 disallowed.....	5- 3-25
Miss N. C. McKay to be retained on staff as Clerk.....	27- 3-25
" " " "	30- 3-25
" " " "	31- 3-25
Application of P.C. 2/712 on staff approved. (59-7-CS).....	26- 8-25

CIVIL SERVICE COMMISSION—STAFF—*Continued*

Extracts from Minutes	Detail	Date of minute
Permanent appointment of Miss McEvoy as Clerk, Gr. 1, disallowed. No further permanent appointments to be made to staff until further instructions. (CS-A-19)		5-11-25
Report of O.B. 5/12/25 in connection with economies and staff adjustments approved		11-12-25
Re: Miss Hick, S. Wilson and Miss Ward		12- 1-26
Miss Thomas to be reprimanded by the Secretary for error, etc.		23- 2-26
Staff to take twelve days of Annual Leave in one period		19- 5-26
Services of Misses Boulanger and Kearney to be dispensed with		22- 7-26
Thomas Watters services to be dispensed with		23- 7-26
Mr. Daley permitted to break his stat. leave into three periods		13- 8-26
Certain employees not required to take 12 days stat. leave at one time		16- 9-26
Miss Inglis regarded on duty one day during annual leave		7-10-26
Employees desirous of making application for another position to notify the Secretary, etc.		6-11-26
Miss Saunders and Mr. Thivierge exempt from registering time of arrival and departure		30-11-26
Ruling of May 19, 1926, re annual leave repealed. (27-1-CS)		10- 3-27
Misses Smith and Barthe to be allowed to carry over the balance of their statutory leave to fiscal year 1927-28		17- 3-27
Miss G. Paradis authorized to carry over four days' statutory leave to fiscal year 1927-28		22- 3-27
Messrs. Bird & Gilchrist to carry over 14½ and 12 days respectively		24- 3-27
Miss Siddall to carry over 2½ days' statutory leave. (CS-A-11)		26- 3-27
Statutory leave to be carried over as follows: Miss Wood, 2½ days; Miss Pearson, ½ day; Miss Dunn & Mr. Medland, 4; Miss Alice May, 2; Mr. Paynter, 6.		31- 3-27
Miss Battle to carry over 1½ days' statutory leave		4- 4-27
Wilfred Desjardins' services to be dispensed with. (CS-A-3002), Office Boy		23- 7-27
Re: No money available for temporary staff		29-11-27
Louis Dibkin to be given one month's extra duty. (CS-A-73)		17- 1-28
Miss Vallee to carry over 13 days' statutory leave. (CS-A-33)		19- 1-28
Filling of Miss Murphy's position left in abeyance for the present. (CS-A-208)		25- 1-28
Enquiries to be made as to what space would be available to provide for better accommodation for Stenographer's Pool		1- 1-28
O. B. To investigate cases which Heads of Branches consider deserving of consideration		14- 2-28
Re: Housing Stenographic Pool. (4-CS)		21- 2-28
Re: Stencil copy of editorial in one of Western papers which had been made in the office of the C.S.C. during official hours		21- 2-28
Mr. Putman to carry over fifteen days' statutory leave to 1928-29		8- 3-28
Statutory leave to be taken before March any year, etc. (27-1-CS)		13- 3-28
Statutory leave to be taken before February any year. (27-1-CS)		3- 4-28
Miss Munro to carry over 6½ days' statutory leave		13- 3-28
Miss Eades to carry over 11 days' statutory leave		13- 3-28
Miss Fortune to carry over 2 days' statutory leave		14- 3-28
Miss M. J. Kern to carry over 6 days' statutory leave		14- 3-28
Re: Grierson report		15- 3-28
Miss G. Paradis to carry over 4 days' statutory leave		15- 3-28
Action in connection with classification of Mr. Paynter's position deferred. (CS-A-100)		20- 3-28
G. Nash to carry over 4 days' statutory leave		20- 3-28
Miss N. C. McKay—no change in classification. (CS-A-26)		21- 3-28
O. B. to investigate Miss May's position. (CS-A-116)		23- 3-28
Messrs. Simmins, Cole, Richer, Gosselin & Garrett to carry over 5½, 4, 3, 17 & 15 days' statutory leave respectively		30- 3-28
Miss Grimes to carry over 5 days' statutory leave		30- 3-28
Miss R. M. Patterson to carry over 4 days' statutory leave and Mr. Thivierge 1½ days		31- 3-28
Mrs. Woods to carry over 3 days and Miss Grignan 4½ days		5- 4-28
Miss S. Conlon to carry over 3½ days' statutory leave		4- 4-28
Mr. J. W. Bourbonnais to carry over 2 days' statutory leave		16- 4-28
Procedure to be followed in taking statutory leave. (27-1-CS)		3- 4-28
Miss R. M. Walker to carry over 12 days' statutory leave to year 1929-30		24- 7-28
Temporary certificates to be extended as follows: Misses Louisete Chartrand, C. O'Toole, A. Dickison, and M. I. Phillips to August 31, 1928, and Miss P. M. Dockstader till September 30, 1928		15- 8-28

CIVIL SERVICE COMMISSION—STAFF—*Continued*

Extracts from Minutes	Detail	Date of minute
Mr. Bland, Asst. Secretary, to make an immediate survey of the work of the Civil Service Commission determining what reductions could be made in the staff, etc. (C.S.-A-152T).....		22- 8-28
Request of Miss W. Robertson for five months' leave without pay, to enter hospital for sick children, Toronto, for training disallowed. (CS-A-93)....		27- 9-28
Action on Q.B.'s report regarding staff changes to be deferred until the whole subject is brought before full board. (33-CS).....		26- 4-28
Paul Normand granted leave, without pay, to try another position but to be required to resign, his resignation to pend. (Board decision).....		16-10-28
Miss G. Paradis allowed to do work at home for present. (Board Decision)....		18-10-28
Miss N. C. McKay to carry over to 1929-30 such statutory leave as is unused at end of 1928-29. (CS-A-26).....		22-10-28
Room 675 to be used for a ladies' rest room and the necessary equipment to be obtained. (69-CS-(VOL. 2)).....		6-12-28
Statement of Leonard Grosvenor's absence last year and its effect on the work of the office to be attached to his file to allow the Commissioners to deal with this season's request. (CS-A-63).....		6-12-28
Miss Balmer allowed to carry 8 days' stat. leave to 1929-30. (CS-A-22).....		10-12-28
Temporary employment of Miss E. V. Devenny, a temporary Stenographer, Gr. 1, Examination Branch, approved as Stenographer, for six months, etc. (CS-A-3055).....		12-12-28
Mr. Leonard Grosvenor granted same privilege as last year with Ottawa Hockey Team, etc. (CS-A-63).....		29-12-28
Messrs. Bird & Cole allowed to take statutory leave due them during February and March, 1929.....		5- 1-29
Miss M. Lake, Stenographer, Gr. 1, Examination Branch, to be re-assigned as a temporary Stenographer, Gr. 2, etc. (CS-A-3024).....		12- 1-29
Miss E. L. Inglis, application to have thirty days of the sick leave granted her from April 1 to December 31, 1928, charged to special leave disallowed and her request to carry over statutory leave to the next fiscal year disallowed, such portion as remains to be taken off the sick leave already charged against her. (CS-A-21).....		10- 1-29
Temporary Clerk, Gr. 2, position CS-A-3045 to be filled by Alfred Albert; Mr. Albert's status to be Gr. 1 until his name is reached on the eligible list for Gr. 2. (CS-A-3045).....		17- 1-29
Miss C. McAskin, temporary Steno. Gr. 1, to be employed as Stenographer, Gr. 2 as her name has been reached on the eligible list, if sufficient funds are available. (CS-A-3039).....		18- 1-29
Resignation of Mr. Paul Normand accepted to be definite and final. (CS-A-70).		30- 1-29
Mr. S. J. Daley allowed to carry over 7 days' stat. leave to 1929-30.....		30- 1-29
No employee allowed to take statutory leave during February and March. Mr. Bird allowed to carry remainder of stat. leave to next fiscal year. Only last summer's leave carried over in Mr. Cole's case. (CS-A-201).....		5- 2-29
Mrs. V. Rochon allowed to carry over 7½ days' stat. leave to 1929-30. (CS-A-114).....		13- 2-29
Miss E. L. Bennie not allowed to carry five days' stat. leave to 1929-30. Board Decision. (CS-A-207).....		26- 2-29
Miss W. Robertson to be asked for her written resignation and the sixty days' retiring leave to be supplied to part of the time she has been on leave without pay i.e. December 19, 1928, to March 1, 1929.....		12- 3-29
Two Junior Investigator positions and one Stenographer, Gr. 2 position to be added to establishment of C.S.C. (Board Decision).....		30- 3-29
C.S. Rest Room to be left open at all times. (Board Decision).....		11- 4-29
Report to be submitted to Council to establish a new position of Typist, Gr. 2, and the position formerly occupied by Miss D. M. Dicks to be abolished. (CS-A-181). (Board Decision).....		13- 8-29
Miss Jeannette Morest, Steno. Gr. 1, French Section Exam. Branch, to have her exam. cancelled and Miss Suzanne Carriere, temporary CS-A-3022, to be assigned permanently in Miss Morest's position. Miss Morest to be employed temp. for six months in Miss Carriere's position. (CS-A-221)....		14- 8-29
Miss M. E. Fox, Typist, Gr. 2, to be replaced and her name restored to the eligible list for some other Dept. Miss Fox to be granted the remainder of her statutory leave. (CS-A-3082).....		14- 8-29
A. E. Percival granted permission to carry four days of his statutory leave over to the third week of March, 1930. (CS-A-66).....		17- 9-29

CIVIL SERVICE COMMISSION—STAFF—*Continued*

Extracts from Minutes	Detail	Date of minute
Draft letter to Prime Minister advising him that the Commission will provide in the next estimates for three positions of Stenographer, Gr. 3, with a view—etc. (SUB. 69—(VOL. 2))		24-10-29
Miss I. L. Day, Clerk, Gr. 3, to be transferred from the Assignment Branch to the Organization Branch, vice Miss Thomas, (CS-A-52), and Miss E. M. Case, Stenographer, Gr. 2, Personal Services Branch, transferred and promoted to position of Clerk, Gr. 3, in the Assignment Branch vice Miss Day. (CS-A-113)		21-11-29
Miss M. Stewart to be shown in pos. CS-A-3, and Miss Godfrey in pos. CS-A-57. If possible, Miss Stewart to be transferred to another Branch.		13-12-29
Miss Farry's position to be investigated and a general survey made of the Examination Branch. (CS-A-162)		5- 3-30
Miss P. McDonald to carry 5½ days' stat. leave to 1930-31.		11- 3-30
Statutory leave approved for Mr. Bouchard, February 5 and 6, not to be taken as a precedent		17- 3-30
The French Section of the Examination Branch to be investigated.		17- 3-30
Positions of Miss Siddall and Miss Gillis to be investigated and a general survey to be made of the Commission Office. (33-CS-(DUP. 3))		10- 4-30
Services of four employees of the Clerical Division of the Examination Branch to be dispensed with and names to be restored to the eligible list for assignment elsewhere		12- 5-30
Reclassification of positions occupied by Misses Marion, Carriere and Lavigne to Stenographer, Grade 2		4- 6-30
Requisitions for extra assistance and extension of temporary certificates. (33-CS)		4- 7-30
Two Clerks, Gr. 1, to be temporarily employed in Central Registry		28- 7-30
Hours of attendance and arrangement for employees to remain on duty during lunch hour. (C-CS)		23- 9-30
Mr. A. E. Percival allowed to carry four days stat. leave over to March, 1931. (CS-A-66)		24- 9-30
Miss E. L. Inglis allowed to carry three days' stat. leave to 1930-31. (CS-A-21)		27- 1-30
Mr. Leo Bouchard to be questioned as to the statements made at a luncheon given by the Kiwanis Club in connection with phases of civil service work.		5-11-30
Application of L. Grosvenor for five months' leave without pay approved. (CS-A-63)		6-11-30
Appt. of Miss Mary St. James as Stenographer, Gr. 2, approved. (CS-A-3085)		12-11-30
Rene Labonte, Office Boy, suspended. (CS-A-3041)		27-11-30
A member of the Organization Branch to remain on duty until 1 p.m. instead of 12.30 to 2 p.m. every day.		18-12-30
Mr. Baril suspended for indefinite period for being absent without leave, effective 16-12-30		19-12-30
Mr. J. R. A. Baril reinstated in position January 1, 1931.		3- 1-31
Noon hour to be observed by staff. (SUB. 31-(VOL. 2))		13- 1-31
Miss M. C. Guthrie allowed to carry five days' stat. leave to 1931-32.		16- 1-31
Taking of statutory leave during month of February.		28- 1-31
The following employees allowed to carry statutory leave over to the fiscal year 1931-32: Misses B. Grant, V. Lavigne, L. Lanthier and F. Lafontaine.		19- 2-31
Mr. J. W. Bourbonnais allowed to carry six days' statutory leave to 1931-32.		3- 3-31
Miss G. Paradis allowed to carry 10 days' statutory leave to 1931-32. (CS-A-13)		3- 3-31
Miss M. M. Powers appointed permanently as Stenographer, Gr. 2.		3- 3-31
Application of Mr. Bouchard for accumulated leave. (CS-A-136)		25- 2-31
J. W. Bourbonnais allowed to carry over six days' statutory leave.		3- 3-31
Mr. J. R. A. Baril to be acting Secretary during Mr. Foran's absence. (SUB. 31-(VOL. 2))		12- 3-31
Thomas Dooley to be removed to the Organization Branch for the present.		17- 3-31
S. J. Daley to carry 9½ days' statutory leave to 1931-32.		18- 3-31
Position CS-A-113, occupied by Miss Stewart, to be investigated.		9- 4-31
Mr. Thivierge allowed to carry two days' statutory leave to 1931-32.		16- 4-31
Miss R. M. Patterson allowed to carry three days' statutory leave to 1931-32.		
Mr. R. Gosselin to carry 12½ days' statutory leave to 1931-32; the 11 days which he was allowed to carry over to 1930-31 cancelled. (CS-A-150)		20- 4-31
Reduction in Staff		21- 4-31
Statutory, compensation and retiring leave of Miss M. E. Mooney. (CS-A-91)		2- 5-31
Mr. O. Sarault, a lay-off from Dept. of Interior, to replace R. Labonte. (CS-A-3041)		9- 5-31
Mr. D. E. H. Lafreniere, a lay-off from Interior to replace J. G. McGregor. (CS-A-3004)		9- 5-31

CIVIL SERVICE COMMISSION—STAFF—*Continued*

Extracts from Minutes	Detail	Date of minute
Eleven temporary employees to be released and others loaned to Examinations Branch. (57-3-CS).....		11- 6-31
Mr. Frank Grierson to be retired on the expiration of his stat. leave. (CS-A-105)		20- 8-31
Part time services of Mr. Hawkins to be used rating exam. papers. (57-3-CS)		10- 7-31
Requests of Miss Barthe for reclassification of her position.....		24- 8-31
Miss Barthe's position to be investigated. (CS-A-151).....		3- 9-31
Miss Walker to be assigned a portion of the P.O. work. (CS-A-135).....		8- 9-31
Reclassification of position of Miss M. C. Barthe (CS-A-151).....		10- 9-31
Revised permanent pass list approved, effective Oct. 1, /31.....		18- 9-31
No temporary help to be obtained during retiring leave of Misses Castle and Jones. (5-CS).....		14-10-31
Three days' leave with pay granted Mr. Loyer for death in family. (CS-A-71)		28-10-31
A. E. Percival allowed to carry 4 days' stat. leave to March, 1932. (CS-A-55)..		30-10-31
Miss Becksted to be released for general work and Miss Paradis retained in Information Bureau. (5-CS).....		3-11-31
In future statutory leave not granted to any employee who has had less than 12 months' service. (27-1).....		13-11-31
Miss McKay's position to be investigated. (CS-A-26).....		23-11-31
In future new employees on the staff to be granted annual leave at the rate of 1½ days per month for the balance of the fiscal year in which their first twelve months' service is completed and, thereafter, to be considered eligible for 18 days in each succeeding year, i.e. an employee who has completed 12 months service in April would be given 18 days' leave and an employee who has completed 12 months' service in May would be given 16½ days' leave, and so on, with a corresponding reduction of 1½ days for each month. (27-1-CS)		30-11-31
J. H. L. Loyer allowed 3 days' special leave and 1½ without pay. (CS-A-71)..		22-12-31
Miss Edna L. Englis granted leave, with pay, when required to attend meetings of the Superannuation Advisory Committee. (CS-A-21).....		4- 1-32
No further action to be taken at present in cases on staff which had been referred to the O.B. for investigation, in view of the letter of the Treasury Board stating that increases effected by reclassification of positions are not in the public interest. (CS-A-151).....		25- 1-32
Thomas Dooley, Clerk, Gr. 4, suspended. (CS-A-141).....		11- 2-32
Report recommending the dismissal of J. D. L. Bouchard submitted to Council.		11- 2-32
All temporary employees to be notified that their services will be terminated on the 31st March next, etc.....		19- 2-32
The name of one bilingual office boy to be included in the special report to Treasury Board regarding the retention of temporary employees.....		20- 2-32
Re: Mr. Baril's absence. (CS-A-130).....		3- 3-32
Miss F. Burns to be assigned to position vacated by Miss Devenny. (CS-A-3075)		23- 3-32
The following temporary employees retained on staff:— (57-3-CS).....		
Misses F. I. Burns, F. McAuley, M. Snipper, M. F. Lafontaine, J. A. Pitkethly, F. L. O'Gorman, L. Lanthier, I. MacDonald, A. O. Esdale and Rene Granger		30- 3-32
The following allowed to carry stat. leave to fiscal year 1932-33:— Misses Barthe, Munro, Wentzlaff and Messrs. Daley and Stubbs. Unused leave in all other cases allowed to lapse or, if asked for, to reduce sick leave. (27-1-CS).....		12- 4-32
Re: Bonding of officials on staff. (73-3).....		3- 5-32
Mr. J. W. Bourbonnais to visit Acton Vale in connection with appt. of a Postmaster as soon as the Canadian Legion Representative is ready to accompany him. (36693).....		3- 5-32
All temporary employees on staff to be employed until September 30th, 1932. (5-CS).....		13- 5-32
Mr. G. T. Jackson to handle lay-offs from all Departments for the time being. (OS-4914).....		3- 5-32
Absence of Mr. Baril from February 16th to 23rd and February 29th to March 3rd charged to sick leave.....		17- 5-32
Miss E. L. Richardson granted special leave from July 7th to 23rd, 1932. (CS-A-135).....		17- 5-32
Miss C. O'Toole granted special leave from July 7th to 23rd, 1932. (CS-A-29)....		17- 5-32
The Chief of the Organization Branch and the Chief Examiner to attend the meeting of the Regional Civil Service Conference to be held in New York, May 19th and 20th.....		17- 5-32
Application for special leave for V. Dooner on account of illness in family disallowed. (CS-A-164).....		21- 6-32
Position occupied by J. R. A. Baril abolished and Mr. Baril placed under superannuation with the usual retiring leave. (CS-A-130).....		28- 6-32

CIVIL SERVICE COMMISSION—STAFF—*Continued*

Extracts from Minutes	Detail	Date of minute
Retirement of J.R.A. Baril. (CS-A-130).....		5- 6-32
Decision regarding leave for V. Dooner confirmed. (CS-A-164).....		9- 7-32
Bonding of officials of Commission who handle government moneys. (73-3).		20- 7-32
Reports to be received regarding the three temporary stenographers on the staff and the rest of the temporary employees to be notified that their services will be dispensed with September 30th. (5-CS).....		7- 9-32
Two temporary stenographers to be retained and Miss Plouffe or Miss Potvin to be loaned to the French Exam. Branch during the absence of Miss Barthe. (57-3-CS).....		15- 9-32
Recommendation to Council regarding the temporary positions to be retained to include one position of Office Boy, occupied by Rene Granger. (57-3-CS)..<		16- 9-32
Memorandum of the Assistant Secretary regarding the distribution of the work formerly performed by the late Mr. Bourbonnais approved. (SUB. 31-(DUP. 2)).....		15-12-32
Each member of staff allowed $\frac{1}{2}$ day before Christmas and $\frac{1}{2}$ day before New Years for shopping.....		20-12-32
Mr. C. R. Medland granted permission to make application for the position of Secretary, Canadian Radio Broadcasting Commission.....		13- 1-33
Cecil T. Stubbs granted one day's special leave, etc. (CS-A-101).....		23- 3-33
Miss G. Paradis and Mr. N. R. Boutin allowed to carry their statutory leave over to the fiscal year 1933-34.....		1- 4-33
Miss E. Plouffe granted 23 day' sick leave. (CS-A-143).....		6- 4-33
Sick leave approved for Miss M. C. Barthe from April 1st to June 20th cancelled and three months' retiring leave approved from April 1st. (CS-A-151).		15- 5-33
Mr. Daley to proceed to Toronto with file of Mr. Fitchett. (M-27009).....		20- 6-33
Miss E. M. Smith granted two weeks' special leave. (CS-A-28).....		21- 6-33
Miss M. M. Munro to report late in the mornings owing to the serious illness of her mother. (CS-A-161).....		16-11-33
Until a French Examiner is available, Mr. N. R. Boutin to attend any Advisory Boards where the question of bilingual qualifications is likely to arise. (SUB. 73-(VOL. 3)).....		22-11-33
Lyle Hobbs suspended from January 8th to 13th for negligence in the performance of his duties. (CS-A-78).....		4- 1-34
G. C. Sharp granted sick leave from February 24th to March 24th, 1934, with pay. (CS-A-67).....		28- 3-34
Miss Suzanne Carriere granted retiring leave. (CS-A-221).....		28- 3-34
Conrad Richer permitted to return to work for half days, etc. (CS-A-229)....		29- 3-34
Miss M. O'Shaughnessy granted special leave from March 5th to 10th. (CS-A-171).....		7- 4-34
Mr. J. J. McCann, permitted to carry over six days' stat. leave to 1934-35-. (CS-A-144).....		7- 4-34
Congratulations to Dr. Roche on C.M.G.....		5- 6-34
Miss Bothwell to be returned to the Commisison and Miss Battle to be loaned to Personal Services Branch. (CS-A-3G).....		2- 8-34
Mr. Nelson named as Examiner in charge.....		20- 8-34
Mr. S. G. Nelson to represent Commission at Convention of United Postal Employees. (69-2-(VOL. 2)).....		23- 8-34
Misses A. Farry & M. Stewart to act as First Examiner when available. (SUB. 31-(VOL. 2)).....		13- 9-34
Mr. S. G. Nelson exempted from registering daily the time of arrival and departure. (7-2-CS).....		15-11-34
Changes in the distribution of duties of Examiners. (SUB. 31-(VOL. 2)).....		5-12-34
Stenographers on loan to Prime Minister to be carried in Commission's Estimates and External Affairs to provide Commission with equivalent in temporary assistance.....		6-12-34
Miss A. Marion permitted to work half-time. (CS-A-30).....		13-12-34
Each member of staff allowad $\frac{1}{2}$ day for shopping before Christmas and $\frac{1}{2}$ day before New Years. Those going out of town to receive $\frac{1}{2}$ day on Wednesday for either Christmas or New Years in lieu thereof. (27-2-CS).....		17-12-34
Miss Saunders named as acting secretary during the absence of the Secretary and authorized to sign all official communications in her own name in that capacity. (SUB.31 (VOL. 2)).....		22- 1-35
Mr. Daley appointed a Commisisoner of taking Affidavits. (SUB. 92).....		31- 1-35
C. T. Stubbs placed under direct supervision of Miss Balmer. (CS-A-101)....		21- 2-35
S. G. Nelson and R. Morgan permitted to carry over stat. leave to 1935.....		11- 3-35
Misses B. Grant and G. Grignon to carry over stat. leave to 1935.....		23- 3-35

CIVIL SERVICE COMMISSION—STAFF—*Concluded*

Extracts from Minutes	Detail	Date of minute
C. E. Garrett to carry over 5 days to fiscal year 1935-36.....		2- 4-35
Employees to be released from present duties to mark examination papers.....		13- 9-35
Miss Balmer to rate papers when available. (SUB. 73-(VOL. 3)).....		20- 9-35
Clerk, Gr. 4, with university graduation and bilingual stenographer to be assigned to Commissioner Potvin. (33-CSC).....		12-12-35
Org. Br. to report on desirability of having Miss Dumont carry out all the translation work of the Commission. (33-CS).....		7- 1-36
Outside work to be planned as far ahead as possible, in order that there may be no duplication and no unnecessary travelling expenses. (33-ND-(DUP. 4)).		2- 3-36
Matters of office management in Org. Branch assigned to Mr. Jackson. (33-CS-(DUP. 4)).....		16- 3-36
Statutory leave carried over from 1935-36 to 1936-37. (27-1-CS).....		4- 4-36
Application to be made for appt. of R. Gosselin as a Commissioner for taking affidavits. (SUB. 92).....		16- 5-36
Provision made to pay Miss G. Paradis' salary in case she is returned from the Canadian Radio Broadcasting Commission. (CS-A-13).....		18- 5-36
Field staff of at least three examiners to be provided outside of Ottawa when Parliament provides funds. (73-I & C).....		26- 5-36
Application of Frank V. Kinahan for position of Asst. Patent Examiner.....		5- 6-36
Miss D. I. Beach returned to C.S. Commission from Prime Minister's Office. (CS-A-91).....		21- 9-36
Illness of not less than a week, occurring during statutory leave, may be changed to sick leave. (CS-A-139).....		29-10-36
Miss M. Guthrie to proceed to Washington for several days to enquire into examination matter. (CS-A-140).....		29-10-36
Mr. Jackson to study the organization and policies of the U.S. Dept. of Agriculture and units of that Dept. while in Washington. (59-4-ICS).....		20-11-36
Mr. J. J. McDonald loaned to Printer's Office. (33-CS-(VOL. 3)).....		18- 1-37
Miss Saunders and Mr. Thivierge named Asst. Secretaries, English & French, respectively, and duties outlined.....		21- 1-37
A night staff to be formed for Clerical Section, Exam. Br., during present rush of work.....		15- 3-37
Miss M. C. Guthrie authorized to address the Commercial Section, Ontario, Educational Association, Toronto, on "Civil Service Examinations for Clerical and Stenographic Positions.".....		18- 3-37
Case of Miss M. Proulx to receive special consideration at next unit survey: (HC-C-9G).		8- 6-37
Staff warned that no advance information may be given out regarding personal of Advisory Examining Boards. (SUB. 73-(DUP.)).....		30- 6-37
Mr. Gilchrist placed in charge of office work of O.B.....		22-10-37
Mr. Morgan to be assigned task of checking progress of competitions and exam. work generally, assisted by Miss Day. (SUB. 31-(VOL. 3)).....		25-11-37

APPENDIX 14

CIVIL SERVICE COMMISSION—SUSPENSIONS

The payment to Mr. Stanley Grover of his full salary from August 2nd to September 15th, 1932, authorized, owing to the fact that Mr. Grover was suspended in error. (C-13-K-259).....	21-10-32
Payment of full salary to Joseph Loder authorized, from December 19th, 1932, to January 16th, 1933, because he was suspended in error. (C-10D-513).....	9- 3-33
Payment allowed W. E. Fyfe for period of suspension from December 17th to 31st, 1927. (INT-DP-319).....	6- 2-34
Mr. Arthur Webster, Secretary, P.Q. Dept. Punishment too severe. (OS-41141).	14- 5-34
Payment authorized to J. A. Reid and D. F. Townsend. (C-13K-102 & 223)....	4- 9-34
Payment of salary authorized for C. H. Cassidy. (BPC-Ot-3).....	24- 9-35
H. F. Douglas, Fisheries, inspector, Grade 2, Pender Harbour, B.C., suspension made in error. (FS-D-249).....	17- 3-36

x. Doc

SESSION 1938

CA1 XC2

HOUSE OF COMMONS

- 38050

SPECIAL COMMITTEE

ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 13

FRIDAY, APRIL 29, 1938



WITNESS:

Sir Francis Floud, K.C.B., K.C.M.G., United Kingdom High Commissioner
in Canada.

OTTAWA

J. O. PATENAUDE, I.S.O.

PRINTER TO THE KING'S MOST EXCELLENT MAJESTY

1938

MINUTES OF PROCEEDINGS

FRIDAY, April 29, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present were:—Messrs:—Betts, Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, Marshall, McNiven (*Regina City*), Mulock, O'Neill, Poole, Pouliot, Spence, Stewart, Tomlinson and Tucker.—25.

Sir Francis Floud, K.C.B., K.C.M.G., United Kingdom High Commissioner in Canada, was called. He gave a very comprehensive statement on the operation of the civil service in Great Britain, answered numerous questions, and retired.

The Chairman expressed the warm appreciation of the Committee for the lucid explanation of the working of the British Civil Service given by Sir Francis Floud, and thanked him for his courtesy and kindness in favouring the Committee with his opinions.

The Committee adjourned to meet again at the call of the Chair.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

April 29th, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: In the first place I must thank Sir Francis on behalf of the committee as well as myself for having accepted our invitation to come before us and give us an explanation of the operation of the British Civil Service Act and many other things that relate to that service, which is very good and works very well. Sir Francis is, as you know, a man of very wide experience; and although he is still very young in heart, body and soul, he has had quite a considerable career in the service. He is a barrister who graduated at Lincoln's Inn, is an honorary member of the Royal Agricultural Society and of the Surveyors Institution; was Governor of Cranleigh School and entered the Board of Agriculture some years ago; was private secretary to Sir Thomas Elliott and to Mr. Ailwyn Fellowes, who was later Lord Ailwyn and to Lord Carrington, Marquess of Lincolnshire, as Presidents of the Board of Agriculture; was head of the Land Branch, Board of Agriculture; Assistant Secretary; Permanent Secretary, Ministry of Agriculture and Fisheries; Chairman of Board of Customs and Excise; Permanent Secretary of the Ministry of Labour. He also published a very interesting book on The Ministry of Agriculture and Fisheries.

Sir Francis is just about to leave us. He has a host of friends in this country, and I understand that he has several engagements before leaving. For that reason we appreciate all the more his coming here. Sir Francis has been gracious enough to accept the invitation to answer the questions of the members of the committee after he is through with his explanation. Therefore, any member who wishes to ask him questions about the service will be welcome.

Sir Francis, the British government, appreciating your valued experience and wide knowledge, is giving you a most arduous task in Bengal, and we know that you will be equal to the occasion, as you have always been. Our only regret is that you are leaving Canada. But our loss will be the gain of Bengal, and our regret is that Bengal is so far away. We wish you, yourself, and Lady Floud, all success in your new task; and I am sure that you will not forget your friends in Canada, who will surely not forget you.

Gentlemen, I present to you Sir Francis Floud, who will give you an explanation of the British Civil Service.

Sir FRANCIS FLOUD, K.C.B., K.C.M.G., United Kingdom High Commissioner in Canada, called.

The WITNESS: Mr. Chairman, may I thank you very warmly for the very kindly introduction and for the good wishes you have expressed to Lady Floud and myself when we leave to take up another post in India.

I think it might be the most convenient course if I gave just a short account of the structure, organization and methods of recruitment of the British Civil Service, as an introduction to any questions which members of the committee might like to ask. There are three or four guiding principles which we have tried to keep before us in building up the British Civil Service: perhaps first and foremost is to make a clear distinction between political and civil offices. Many years ago there were a great many members of our House of Commons who also held various offices under the Crown; and that was a system which obviously

lent itself to abuse. Eventually an act of parliament was passed which made it a disqualification for sitting in the House of Commons to hold an office of profit under the Crown; and we have now got to the position where, except in the case of ministers in charge of departments, no one in the House of Commons may be employed in the service of the Crown; and if he accepts such a post, he vacates his seat. That has brought about a clear distinction between those offices which are political in nature and those posts under the government which form part of the civil service. By that means I think we have been able to secure that the civil service is completely free of anything like a political flavour.

Then we have also tried to build up a service which will command the confidence not only of the general public but of the civil service itself. In order to do that, we have tried to divide up the classes in the civil service, treating the service as a whole, and recruiting our service in certain common classes which may be appointed to any one of the different departments. In our methods of recruitment, we have made use of the establishment of an independent Civil Service Commission which is solely responsible for the methods by which the recruits to the service are selected. That commission, the members of which are appointed by the government, is not amenable to any kind of ministerial influence at all. They are completely free; and the only control that is exercised over them is that any regulations they may make have to be formally approved by the Treasury, and of course are published and are open to public criticism and comment. But the actual methods that may be adopted by the Civil Service Commission for selecting candidates for the service are entirely within their discretion; and no minister would think of interfering with them.

It is a cardinal feature of the service that no person can be appointed to the civil service until he has obtained a certificate that he is duly qualified for the post, which certificate is issued by the Civil Service Commission; before they issue such a certificate they take steps to satisfy themselves that the candidate is properly qualified. That is done in a number of different ways. In the case of the common classes in the service, members of which may be appointed to any particular department, the usual method is one of open competition and examination. Each year the Civil Service Commission holds examinations for the principal classes in the civil service. These examinations are given notice of by public advertisement, and any one within the prescribed limits of age is free to compete. In some cases the examination is entirely a written one; in other cases it may be supplemented by an interview, for which a certain number of marks are allotted, which is designed to test the personality and personal qualifications of the candidate. We have divided up our service for this purpose in the common classes into four main classes: The first we call the administrative class; the second, the executive class; the third, the clerical class and the fourth, the typists and stenographers. Then in addition to those, in some departments—and more particularly in the post office—there is also a large class of what is called the minor and manipulative class—people like postmen, sorters, telegraphists and counter clerks. In building up this system of common classes, we have aimed at trying to secure for the service of the state the best people we can get from the different stages of our educational system. The administrative class is intended to comprise the best products of university education, the limits of age for which are 21 to 24. The idea is that we should get from that examination men and women who have completed their university courses, who have taken their degrees and who may be regarded as the flower of our university system. The executive class, the limits of age for which are 18 to 19, is intended to get the best products of our secondary school education; and the clerical and typing classes are intended to secure the best products of our elementary school system, the limits of age for those classes being 16 to 17. We think it is desirable to have those different age entries. In times past there has been a good deal of argu-

[Sir Francis Floud, K.C.B., K.C.M.G.]

ment on the question whether we should not confine ourselves to one common entrance for the whole service and gradually promote from that to the higher posts. But I think it is generally agreed now that it is desirable to give to people who have had a higher type of education opportunity to enter the service at the proper age when they have finished that stage of their education. At the same time we also provide that there should be fair opportunities of promotion from one class to another; and at the present time the administrative class, which is the highest class in our service, a class which numbers about 1,100 or 1,200 altogether in the whole service, have been drawn about equally from those who have entered from the examination and those who have been promoted from some lower class. So far as the common classes of the civil service are concerned, therefore, recruitment is by open competitive examinations conducted by the Civil Service Commission.

These examinations are held annually. The number of candidates selected depends upon the requirements of the different departments, who inform the Civil Service Commission of the probable number they are likely to require in the course of the year.

In the case of the administrative class we take in, as a rule, something like fifty or sixty fresh entrants every year. The number of candidates may be, perhaps 400 or 500. The examination is held. The papers are marked, but in addition to the written examination there is an interview for which 300 marks can be given, which is conducted by a small selection board which is appointed by the Civil Service Commission. To the marks obtained at the interview are added the marks of the examination, and then a list in order of merit is produced, and as the various departments notify the Civil Service Commission that they require one, two or three more members for the administrative class, they are sent by the commission to the departments in order of application and in order of merit. So that the departments themselves do not have any choice in the people who are sent to them. That is a matter which is settled by the commission on the basis of the result of the examination. The same practice is followed in regard to the examination for the executive classes and the clerical classes, except that in the executive and clerical classes we do not have any interview in addition to the written examination.

Well, now, that is so far as the recruitment of the common classes is concerned. But of course, in recent years we have had a very considerable extension of the employment of professional and specialist classes for particular types of work in the different departments. It may be lawyers or doctors or architects or surveyors or geologists or naturalists or chemists or biologists, or any kind of special work of that kind. For that purpose we thought it was on the whole inappropriate to test candidates for this kind of position by the ordinary kind of examination. What we want in this case is people who have had the professional qualifications and who have had some actual experience in the practice of their profession; therefore we aim at taking them in at a rather older age than we should adopt for recruiting our common classes. We take these people in at the age, perhaps on the average, of about 27 or 28, people who have had their professional education and have had perhaps three or four years in the actual practice of their profession. For that purpose, instead of having a written examination, we have what is called "competitive interview tests." A selection board is set up by the Civil Service Commission, and one of the Civil Service Commissioners usually acts as chairman. There are perhaps two or three other members, one of them probably representing the particular department which wants the specialist's post filled and one perhaps representing the profession outside, and there may be perhaps some other persons who have had experience in the work of a government department. The candidates there again are given the opportunity of applying

after public advertisements in the newspapers, and they are interviewed by the selection board which then proceeds to make out a list in order of merit of the candidates. The one who comes at the top of the list is assigned to the department to fill the particular post. In the case of those professional and specialist classes there again we have tried to standardize as far as possible the rate of remuneration and the conditions of service as between the different departments.

In the case of doctors, for instance, the Ministry of Health is the department which has the larger number, but they are also employed in the Board of Education and some other departments; and we have aimed as far as possible at having a standard salary scale for the people of much the same kind of qualifications. The same thing applies to the legal staffs. Nearly every department has a certain number of lawyers on their staff, and we have a regular scale of salary for the lawyers which covers the whole of the public service. We have tried to do that partly in order that there should be a reasonable measure of uniformity between the remuneration of people for similar work and also to facilitate transfers.

We have attached, in recent years, a good deal of importance to the principle that the service should be treated as a whole, not purely as a number of separate departments, and that therefore there should be opportunities for transfer from one department to another.

In the case of legal staffs, for instance, it is not at all infrequent if a particular department wants to fill one of its higher legal posts, and it has not got the candidate who is considered suitable in its own department, to look at the civil service as a whole and try to get somebody from some other department who will fill the needs of that particular department.

Now, I mentioned that in addition to the recruitment by examination or by competitive interview, we do also attach great importance to giving reasonable opportunities for promotion to the better men and women in the lower classes, to enable them to rise up into the higher ranks. As I said earlier, something like half of our administrative classes have been recruited from the lower ranks of service. That was my own experience. I entered the service at the age of 19 in what was then known as the second division, which corresponds to what we now call the executive class; and after serving for some ten or twelve years I was promoted to what was then called the first division, and consequently had the opportunity of going up to the top of the particular department that I was then in. My own career also illustrates what I was saying about transfers. After spending 33 years in the Ministry of Agriculture I was suddenly sent for one day and was told I was to take charge of the Board of Customs and Excise as chairman of the Commissioners there; and in another three years I was again sent for and told I was to take charge as permanent secretary of the Ministry of Labour. We have had quite a number of cases recently of men being moved from one department to another. Consequently we have aimed in our administrative classes, at trying to build up a body of men and women who are sufficiently adaptable to be able to take on any ordinary administrative job.

Of course, when you come to the more specialized and professional appointments, there the same measure of interchange is not possible; in the general common classes we have tried to develop the principle of one service rather than a number of separate departments.

Now, may I say one or two words about the type of examination that we have gone in for. I said that the administrative class aimed at getting the best product of our universities. In order to do that the examination is designed in such a way as to try and afford reasonably equivalent opportunities to the men who are taking the different courses of study at our universities. The Civil Service Commission is in close touch with university authorities and

[Sir Francis Floud, K.C.B., K.C.M.G.]

they prepare a syllabus of their examination, which is designed to give equal opportunity to those people who may have been studying classics or mathematics or modern languages or economics or philosophy or whatever it might be. There is, therefore, a very wide range of subjects from which the candidate can choose. He has to take three or four common subjects, which everybody has to do. There is a paper on general knowledge and an English essay; but apart from those he can choose six or seven papers out of a very long list, and he will naturally choose those that are adapted to the particular courses of studies that he has been undertaking at the university. The same thing happens in regard to the other examinations. There is a certain measure of choice of the particular subjects in the papers which the candidates can take; so that as far as possible there might be equivalent opportunities in whatever particular courses of studies they may have been undertaking. We attach a good deal of importance to the limit of age for entrance to the service. We think it is desirable on the whole to take our people in fairly young, when they have finished their ordinary educational training, 21 to 24 for the administrative classes, 18 to 19 for the executive classes and 16 to 17 for the clerical staffs. In all these classes we have arranged in recent years that women should come in on exactly the same terms as men. They take the same examinations; they have the same limits of age and they have the same opportunities of appointment. There are, it is true, certain differences in the case of women. Some departments do not take women in the higher ranks in the administrative classes. That is particularly true in the defence departments, the War Office, the Admiralty and the Air Ministry; and that is simply because these departments are in part staffed by commissioned officers in the service of the Crown, and it might make some difficulties with regard to discipline if women were there in a position of superiority in rank to people holding commissioned ranks. Similarly, they have not up to the present, taken women in the Foreign Office or in the Dominions Office because their staff is liable for service abroad, and at the present time it is not considered that it would be highly desirable to send women to legations or embassies abroad to associate with similar staffs representing foreign countries where women are not treated perhaps in quite as liberal a way as we have learned to do in Great Britain.

I do not know whether the committee would wish to have any information about the rates of remuneration which we pay in our service; but I might perhaps give you one or two leading figures on that. In the administrative classes a young man comes in at the age of 23 to 24 and he starts at a salary of \$1,375 a year and is on a scale of annual increments which goes up to \$3,125. He has opportunities of promotion to higher ranks carrying salaries from \$4,000 to \$5,000 a year and higher than that from \$5,000 to \$7,000 and from \$7,000 to \$8,000. The top posts in the departments are the deputy secretaries, who get a salary of \$11,000 a year and the permanent secretaries who get a salary of \$15,000 a year.

In the ordinary way a young man who comes into the administrative class can expect, if he is reasonably efficient, to reach at least the rank of assistant secretary, the salary of which runs from \$5,750 to \$7,250. The number who may rise to the higher ranks is, of course, necessarily limited and only a small proportion of the total.

For the executive classes, which is the product of our secondary schools, the candidates come in between the ages of 18 and 19. They begin at a salary of \$750 a year rising to \$2,625; and there are higher ranks running up to \$3,000 and nearly \$4,000, and a few posts of higher pay still.

The junior rank of the clerical class, which is entirely confined to women, what we call our clerical assistants, start at \$360 a year and go up to \$935, and the general clerical class, which consists of both men and women, begins at \$425 a year and rises to \$1,650. There is a higher rank to which most of them can attain, running from \$2,000 to \$2,625.

Then, we come to the stenographers, people whom we call shorthand-typists, who, of course, are all women. They start at \$520 a year and go up to \$935. There are a limited number of posts for superintendents running from about \$1,000 to \$1,700.

Now, that gives you a sort of general idea of the scale of remuneration. Among the other conditions of service I think perhaps I might mention the allowance of annual leave. I believe that in some other countries it is considered that we treat our civil servants unduly liberally with regard to leave; we think it pays. We think that we get on the whole better service if we give our people a pretty generous allowance of leave. Sometimes we are told it is rather excessive in comparison to what is ordinarily given in commerce and business. When you look into the details of it I do not think there is very much difference. Our administrative class when they first enter get 36 working days a year, and after ten years' service they get up to 48 working days. The executive class have 36 working days a year, and the clerical class, 24 working days a year to 36 working days a year when they are in the higher clerical class; and the typing services get from 18 to 24 working days a year. And these working days are strictly counted. It has to include everything, even any domestic emergency that may arise; and if a Saturday is taken that is counted as a whole day's leave. So that when you compare it with the ordinary practices in business where the business people not infrequently take the whole of their Saturdays off. I say to them, if you add up all these Saturdays you take off and the occasional half days on the golf course and that kind of thing, you will find that you are getting just as much leave as we are and possibly a bit more.

Possibly the hours of service might interest you. In London the hours of service are seven a day, and in the provinces they have an eight hour day. The reason for that difference is that in London most people live a considerable distance away from their offices and have to spend a good deal of time in travelling backwards and forwards, accordingly they are allowed an hour less of the actual period spent at the office than those people in the provinces who as a rule live much closer to their offices and do not have to spend the same amount of time in travelling.

Perhaps you would wish me to say one or two words on the general question of promotion. In our service that is a matter which is dealt with by the department. The Civil Service Commission is not concerned with the problem of promotion, and we have tried to build up a system again which will give reasonable confidence to our civil service that they are going to get a fair deal in the matter of promotion. In order to do that we have a system under which annual reports are made on each officer in the department by the officers under whom he is working, and these annual reports form the basis on which promotions are made when vacancies occur in the higher ranks. The actual selection for promotion is made on the recommendation of the selection board which goes through the annual reports of all the eligible candidates and interviews them personally and then presents a report to the head of the department making recommendations as to the particular candidates who should be appointed for promotion. There is always opportunity given to the representative of the staff association to represent the case of any of their members if they desire to do so before the selection board; and there is a system of appeal which can be made to the head of the department in the case of people who think they have any reasonable grievance. It is obviously impossible in any system of promotion to satisfy everybody. For every appointment made there are probably three or four or more disappointed people who think they ought to have got it. But I think at any rate we have got a system which gives a reasonable equality of opportunity. Everybody who is eligible can apply. They have their qualifications tested by the annual reports which

[Sir Francis Floud, K.C.B., K.C.M.G.]

were made on them by their superior officers. They can appear before the selection board for an interview, and as far as possible we try to uphold the balance fairly and give a fair deal to all the people concerned. I said that promotion was a departmental matter, but there is one qualification to make to that, and that is in the case of the highest appointments; such as the permanent secretary (who corresponds to your deputy minister), his deputy and the chief establishment officer (who looks after the staff problems), and the chief financial officer of every department; in the case of those four positions promotion is always subject to the approval of the Prime Minister which means in point of fact that the Prime Minister is advised by the permanent head of the treasury, who is the permanent head of the Civil Service; and the appointment is not solely at the discretion of the minister at the head of the department. The idea of that was that there should be an examination of the whole field of the service before any of the higher positions were filled, and that the thing should not become too much a water-tight departmental matter.

Your chairman asked me to say a word also on another question in connection with the appointment of women. I said that women enter on the same terms as men, and they have exactly the same opportunity in the examinations. Having come in they get the same rates of pay in the initial ranks of the service, but in the later stages of the service there is differentiation between the rate of pay for women and the rate of pay for men. That is the subject of a good deal of controversy. The women are quite naturally demanding that there should be equal pay for equal work; but at the present time our government has not seen its way to do that, largely on a question of cost; because if it were done for the civil service it would also have to be done for the teaching profession and the additional charge on the public exchequer would be quite considerable. So that at the present time the women in the ranks of the administrative class, for instance, although they enter at the same salary as the men, they proceed by smaller increases and their maximum salary is less on the whole; about 80 per cent of what the men in the same position would receive. The women are also subject to this qualification that if they marry they have to leave the service. That again is subject in certain special cases to an exception. If the head of the department with the consent of the treasury certifies that a particular woman is so well qualified and so valuable and so difficult to replace in a particular post she may be retained even after her marriage. But at the present time that particular exception has only been taken advantage of in a very small number of cases; I should think not more than half a dozen altogether. There possibly will be more as time goes on. And this marriage bar, as it is called, is on the whole in accordance with the wishes of the women themselves in the service. Some years ago a plebiscite was taken of the women and there was a very large majority of the women actually in the service at the time in favour of the retention of the marriage bar. That I think was partly because of the fact that a woman on being retired on marriage made promotion more rapid for those behind; and also because we have a system under which if a woman is retired on marriage she gets a marriage gratuity at the rate of one month's salary for each year of service, which forms a very acceptable marriage dowry; and, of course, if they were allowed to remain in the service after marriage the marriage dowry would not be paid. For these two reasons the women in the service at present on the whole so far as the majority are concerned are in favour of the retention of the marriage bar.

I think, Mr. Chairman, perhaps that is sufficient as an opening statement. If there are any other points or any other matters of detail which I have not particularly explained I shall be only too ready to answer the questions of members. I would like to say in conclusion that while I am very glad to have had this opportunity of telling you something of the methods by

which we have tried to build up our civil service I should not want the committee to imagine that I am suggesting for a moment that the methods we have adopted would necessarily be the right ones in the rather different circumstances of a country like Canada. The last thing I should wish to do would be to be supposed to be trying to make any definite recommendations to you about what you should do, or in any way to be considered to be attempting to teach you your business. It is solely that you were good enough to ask me to tell you something of the principles by which we have developed our civil service that I am here, and it has been a pleasure for me to do that. If there is any further information I can give in answer to any questions I should be very glad to do so.

By Mr. Mulock:

Q. I wonder if I could ask Sir Francis what rights or privileges are given to ex-service men on entering the service in Great Britain? Have you any special positions set aside where ex-service men are given the preference?—

A. Oh yes, I would be very glad to say something about that. After the war we had special arrangements made in order to provide opportunity for men who had served in the army to obtain employment in the civil service. And we did it in the main by getting rid of a large number of women and temporary employees who had been taken on during the war and substituting for them men who had served in the forces. We have taken in by that means many thousands of ex-service men who have been fitted into the ordinary structure and in the main they were taken in without the ordinary test of an examination. In the first instance they came in as temporary employees without any pensionable rights, but as time went on it was natural that they demanded that they should be given similar pensionable rights to the rest of the civil service, and a number of special examinations were held limited to these ex-service men to test their qualifications for permanent employment, and something like 17,000 of them have been given pensionable permanent employment by that means in the civil service. In addition to that we do retain a great majority of the minor positions, such positions as messengers and lift-men and paper-keepers and office-keepers and so on, for men who have served in the regular forces of the crown; and these positions in the main are reserved for them. But, so far as the rest of the service is concerned the ex-service problem has now been practically settled; the men are in the service, they have taken their appropriate place in the established service; they are subject to the same conditions in regard to pay and pension as anybody else in these classes; and there is at the present time no service preference as regards to such matters as promotion from one class to another.

Q. Is there any preference on their entering the service?—A. No, not in regard to the ordinary examination; because you see they are now too old for that. The ordinary limits of age would exclude them.

By Mr. Tomlinson:

Q. I would like to ask one question: I notice on your application forms which are sent out by your service when an application is being made that you include a clause. The following is the clause:—

Any attempt on the part of candidates to enlist support for their applications through Members of Parliament or other influential persons will disqualify them for appointment. The Selection Board will disregard spontaneous recommendations from persons who are not personally acquainted with the candidate's work.

Do you carry that out in all examinations?—A. Oh yes, certainly.

[Sir Francis Floud, K.C.B., K.C.M.G.]

Q. That is, you find that works to the advantage of the service?—A. Oh yes, quite apparent, and I do not think anyone would be foolish enough to try to use that kind of influence. What happens with the selection board is this, they have before them the school and college reports of the candidates. They have in addition letters from the persons whom the candidate has given as his referees; usually perhaps the head of his college or somebody who has known him intimately all his life who can speak as to his personal character; but any kind of recommendation that came from political sources would certainly be disregarded and it would be recorded as a bad mark against the particular candidate who had made use of it.

Q. In addition you also I understand advertise publicly in the newspapers?—A. Yes.

Q. All positions?—A. Yes.

Q. We do it here by certain notices placed in post offices, over there you advertise in the newspapers?—A. Yes.

Q. You found that quite effective?—A. The advertisements of the Civil Service Commission usually appear on Thursday in each week in the Times, the Daily Telegraph and certain other London papers, and some of the principal provincial papers; so that candidates know generally where to look and they can always get from the Civil Service Commission a list of the forthcoming examinations for which the dates have been arranged.

By Mr. Glen:

Q. Would you tell us how the Civil Service Commission is appointed?—

A. The Civil Service Commissioners are appointed by the prime minister. There are a certain number of rather special appointments which are held directly from the crown, and the civil service commissioners are some of those. When there is a vacancy, what actually happens is that the permanent head of the Treasury, who is the permanent head of the civil service, will recommend somebody to the Prime Minister, and he is thereupon appointed. The actual appointment in such cases takes the form of letters patent under the great seal. A similar form of appointment is used for some of the other commissionerships, the commissionerships of customs and excise, and so on. Of recent years the civil service commissioners have all been people who have held other posts in the civil service before.

Q. And as far as the political end is concerned, the appointments are made by the Prime Minister?—A. Yes.

Q. Which we here call the Governor in Council?—A. Yes.

Q. And the promotions are all made within the service, you going into the second division, then the first division and afterwards the administrative branch? An employee may be appointed a member of the civil service commission?—A. Yes.

Q. Are they absolutely divorced from the political end of it?—A. Oh, yes. They have got absolute discretion to settle their scheme of examinations, and they conduct the examinations without any interference at all from anybody.

Q. No member of parliament could make representations to the civil service commission with regard to the appointment of any person in the service?—A. If they did, nobody would take any notice of them.

Hon. MEMBERS: Hear, hear.

By Mr. Cleaver:

Q. I understand that promotions are made on the recommendation of a selection board. Who appoints the members of the selection board and how large is the board?—A. The selection board is appointed by the permanent head of the department who corresponds here to your deputy minister. He would select three or four people from the department.

Q. Within the department?—A. In the department.

Q. On what terms do the civil service commissioners hold office, and are there any rules or regulations as to the removal of civil service commissioners?—A. No; they hold office exactly on the same terms as any other civil servant. They can be removed by the government in power at any time. They have no statutory security of tenure, although in actual practice they have security of tenure. That applies to all civil servants. They hold what is called technically "at pleasure." And there is nothing to prevent the government from removing any civil servant if it chooses to do so, and they have no legal remedy.

By Mr. Tucker:

Q. How would that be done, by order-in-council?—A. No; merely an executive act.

Q. An executive act of whom? Whose executive act could remove him?—A. A member of the commission?

Q. Yes.—A. The Prime Minister would have to do that.

By Mr. Glen:

Q. You said that in each department of the civil service a yearly report was submitted by the department as to the conduct and efficiency of the employees. Are these reports statutory, and must they be submitted, also to whom are they submitted? In the same connection, has the civil servant the right to see the report which is made upon his work and efficiency during the year each year as those reports are made? Has he also the right to make complaints to an appeal board with regard to the report in any particular year?—A. The position is as follows: There is no statutory provision about this at all, it is merely a matter of administrative practice. There is a standardized form of report which sets out certain qualifications in respect of which the candidate is marked as to his office efficiency, his personality, his character, his punctuality and a number of different things, and they are usually graded as A, B or C, A meaning that he is well qualified for promotion, B that he is an efficient member of the class to which he belongs and may be qualified for promotion a bit later on, and C that he is rather below the standard that we would ordinarily expect. In the case of anybody who is reported as C, the nature of the report is communicated to him and he is given an opportunity of making any representations he wishes to make concerning it. That is to say, an adverse report is communicated to the officer concerned. In the case of other reports they are not communicated to them but they are available for the use of the selection board when questions of promotion come up.

Q. Who comprises the appeal board, members of the civil service?—A. Members of the department.

Q. In connection with the examinations for the civil service, you have, for instance, the legal end of it and the customs and excise end, and you have men who have been in the service who are the examiners and rate the candidates accordingly, or are they taken separately?—A. The actual examiners, the people who set the papers?

Q. Yes.—A. No, they are as a rule not civil servants. The Civil Service Commission has a staff of examiners. It has a director of examinations who is a civil servant and a member of the staff. But they use a large number of examiners, very often drawn from the universities who are specialists in the particular subjects involved, and they set and mark the papers. But it is all arranged by the civil service commissioners, and they make what they consider suitable arrangements in any particular case.

You referred just now to the Customs and Excise officers. There is a special examination for them because they are taken in at a rather different age from the ordinary executive class, a little higher age. But it is not an examination

[Sir Francis Floud, K.C.B., K.C.M.G.]

in the particular subjects that they would have to deal with, it is a general literary examination. But there is one particular feature in the Customs service which probably I ought to mention, and that is in that service and I think in that service alone, the promotion to the higher ranks is carried out by written examination. We have something like, I think, six or seven thousand customs and excise officers scattered all over the country, some of them in quite remote country places. The business of selecting among them people for appointment to the next higher rank which we call surveyors, would be rather difficult if it had to be conducted merely by selection and interview. And so, very largely at the wish of the staff themselves, in that case there is an examination which they have to undertake at the age of something like forty, as a rule, an examination in the particular subjects that are dealt with by that department. There is a large choice of questions, so that there is an equal opportunity for the man who may have been surveying a brewery or the man who may have been examining passengers' luggage at the ports, or the man who has been dealing with tobacco, or whatever it may be. And on the basis of that examination promotions are made to the next rank of surveyor. It is not a very convenient arrangement because a written examination even of that kind at the age of forty is rather an ordeal for a man of that age. But it is found to be the best way of dealing with a rather difficult problem of selecting people scattered all over the country where you cannot get very uniform methods of reporting by their superior officers.

Q. I think you said, Sir Francis, that it was the practice throughout the United Kingdom to advertise all positions in the civil service?—A. Yes.

Q. In a country such as Canada, with its vast distances, and so different from the old country, do you think it would be possible—I am just asking for your opinion without any recommendation, of course—that all appointments under the civil service could be broadcast throughout the different parts of the country yearly? As I understand it, there are appointments which are usually known and advertised ahead of time, so that students in the third division, or the second or even the first division, may so apply their academic training for a position such as that. In this country we only advertise as the occasion arises. What I want to know is this: Did you find, in the first instance, any jealousy among the different departments when you endeavoured to embody the civil service as a whole and treat it not from a departmental standpoint; and would it be possible in this country to advertise all positions so that the people in the country might apply themselves to those particular appointments? I do not know whether I have made myself clear, but perhaps you will understand my point.—A. I naturally rather hesitate to express an opinion on what would be appropriate in Canada, but we found it is quite possible to do this, to let it be generally known that there probably will be an examination for the clerical class, the executive class and the administrative class each year in about, we will say, the months of July or August or September, whatever it may be. And candidates do, as a matter of fact, know, and the schools and universities know that the probability is that every year about the end of July there will be an examination for the administrative class at which there will probably have to be filled some forty, fifty or sixty vacancies. The actual number varies from year to year. But the schools and the universities have that in mind, and they know fairly well that they can encourage their pupils to expect to be able to compete at a regular time each year for these common classes.

Of course, it is more difficult when you come to the professional and specialized classes, because the vacancies there are more infrequent and they are more specialized; and so it is rather difficult to know long enough in advance of the kind of vacancies which are likely to occur. But for the common, general classes, I do not think there is very much difficulty in letting it be generally known that there will be an examination each year and that people may expect to find a certain number of positions to be filled.

By Mr. Clark:

Q. Sir Francis, I think you referred to the working hours in London as seven per day while those outside of London were eight hours per day. Would that be for six days a week?—A. As a matter of practice there is a Saturday half-holiday, if the conditions of the public service permit; so that when you say a seven hour day that means a forty-two hour week which is spread over the five days and a half a day on Saturday.

Q. That applies to all classes of civil servants?—A. Yes.

By Mr. Hartigan:

Q. Does it often occur that an appointment in the British civil service is made which embarrasses the government, and what precautions are taken against that? Also if the government exercises its prerogative of change in the civil service commission?—A. I do not think that I remember a case of an appointment which would be regarded as embarrassing. I mean, I never remember a question in the House of Commons about an appointment to the civil service, because the great majority of them, you see, are done simply as the result of open competition by examination or by interview.

By Mr. Glen:

Q. Sir Francis, in regard to treating the civil service as a whole and not from a departmental standpoint, you have had a long experience in the civil service, and did you find any jealousy among the different departments, or was there any difficulty in getting them to the point of view that the department itself should not control the appointment of all classes but that the appointment should be made taking the country as a whole?—A. I do not think there has been very much. At one time I think we were rather more departmental than we are now, and when the rule was made that the appointments to the higher posts were to be made by the Prime Minister there was a certain feeling in some departments. "Well, after all, why should not we run our own business; why should somebody else come in and perhaps put somebody in from outside whom we do not want?" But that has practically all gone now.

By Mr. Hartigan:

Q. Is it not a fact that most of the civil service appointees in the United Kingdom, say in England, are from the higher social class? For instance, although it is not stipulated or recognized, still there is an unrecognized social barrier, as evidenced by those who get the appointments.—A. I do not really think that is so. After all, our educational system does provide opportunities for people of all classes; and our universities are, I think, pretty democratic bodies. Something like two-thirds of the undergraduates at Oxford and Cambridge are there as the result of scholarships or bursaries, and they all have equal opportunities of getting into the civil service. I do not think the question of social class really enters into it at all.

Q. After all, is it not people from the upper classes only who attend Oxford and Cambridge?—A. No, that is not at all the case.

Q. To a great extent?—A. No.

By Mr. Cleaver:

Q. Are the members of the civil service restricted in any way in the exercise of their franchise after they are appointed to the service?—A. There is no restriction on their right of exercising the franchise. At one time, a good many years ago, they did actually disfranchise all the classes of the civil service who were concerned in the collection of revenue, but that is not the case now; and any civil servant is perfectly free to vote. But, of course, it is an understood thing that he shall not take any active or public part in politics at all.

[Sir Francis Floud, K.C.B., K.C.M.G.]

Q. Quite so. Then a question in regard to appointments to the civil service. Is it the practice to appoint defeated political candidates or ex-members of parliament to the commission?—A. That has been done in the past. I remember one case about twenty years ago, I suppose, where a man who had been a Liberal member of parliament was appointed a member of the Civil Service Commission. But since the war no member of parliament has been appointed to any post in the civil service.

Q. Is it the practice to appoint as deputy-ministers ex-members of parliament?—A. No.

Q. Then a question in regard to eligible lists. In Canada, when examinations are held, eligible lists are established from which appointments are made, in some instances over quite a period of time. We have had some discussion in regard to eligible lists. Would you tell us as to whether it is your practice to set up eligible lists at all; and if so, how long are they maintained before being cancelled?—A. What we do is to set up a list of successful candidates based on an estimate of the number of vacancies that are likely to be filled in the course of the next year.

Q. So that your lists, then, would not be maintained under ordinary circumstances for longer than one year?—A. No.

Q. Then in regard to foreign appointments to the consular service, is it not true in regard to those appointments, in some instances, that recommendations are required from members of parliament?—A. No. The foreign and diplomatic service is now recruited by the same examination as the administrative class in the rest of the civil service, the only difference being that in the case of the foreign service there is a preliminary interview before the candidate is allowed to take the examination.

Q. And must the candidate be recommended by a member of parliament?—A. No, no nomination at all.

Q. Then in regard to purely local positions—unimportant local positions commanding very small remuneration, such as a local postmaster who might be paid \$100 or \$200 a year or a local lighthouse keeper who might be paid a similar amount. Are those appointments made by the Civil Service Commission, or by whom are they made?—A. Yes. Those kinds of appointments—there are a large number of them, of course, in the post office—are in the main made by a certificate granted by the Civil Service Commission after a fairly simple examination, which is confined to people whose names are put up by the department itself. Perhaps I might add to that in regard to what you said about postmasters. We have a system of what we call sub-postmasters who are not, strictly in the ordinary sense, civil servants at all. They perhaps have a small shop or store or something of that kind.

Q. Yes?—A. The post office is part of their business; and they are paid a lump sum out of which they pay the expenses of the post office and for any assistance they may have to get; they are not permanent established civil servants. But in the case of postmasters in the more important towns, which are whole time appointments, they are appointed by promotion from the post office staff, generally.

Q. But as to these appointments of people who are really not civil servants but who are only part time civil servants, I understood you to say that they are selected by the Civil Service Commission from a list handed to the Civil Service Commission by the department interested?—A. Yes.

Q. Is that it?—A. Yes.

Q. Are there any exceptions to the general rule that all your civil service appointments are made by your Civil Service Commission?—A. The only exceptions are the limited number of appointments which are made direct by the Crown.

Q. Yes; which you have already indicated?—A. Yes.

Q. Thank you very much, Sir Francis.

By Mr. Deachman:

Q. There is just one question that I would like to ask. Is locality a factor in regard to appointments in the United Kingdom? I recognize, of course, that you might send a Scotchman to London, but would it be all right to send a Londoner to Glasgow?—A. Oh, yes. It does happen. But what we do, as a matter of fact, is this: examinations are held in different parts of the country. They are not all in London. I mean, we have examinations in Edinburgh, Glasgow, Leeds and Bristol for the clerical classes, for instance, which is the largest one; and as far as possible we try to arrange that the candidates which are successful shall be assigned to posts in their own locality.

Q. But they could be transferred afterwards to another locality?—A. Yes.

Q. Without objection?—A. Yes.

Q. There is no strong local feeling against acceptance of a candidate from another section such as we have here?—A. No. I have heard, sometimes, objections made in Scotland when an Englishman is sent up there, but I have not heard them when a Scotchman comes to England.

By Mr. McInnis:

Q. I would like to ask a question in regard to appointments to the lower categories in the service which are made by nomination by the departments and certificates by the commission. Would the department concerned, before making the nomination, consult a member of parliament or a patronage committee?—A. No. They do not consult either of those.

By Mr. Tucker:

Q. Who would they consult? I understand they give a certificate to somebody that he is fit to fill the job?—A. The Civil Service Commission do that.

Q. Yes, they give a certificate of fitness?—A. Yes. The department—we will take the post office, for instance—would probably get their list from one of their local postmasters.

Q. That is, take the position of a postal worker who is going to have a little store or something like that—somebody who wants an appointment like that. He must get a certificate of fitness from the Civil Service Commission; and this would come from the Postal Department, not from the Civil Service Commission, would it not?—A. Yes. The post office would put up a certain recommendation that a particular man in this particular place should be appointed to this branch post office.

Q. And do you suggest that members of parliament in that particular place have nothing to say or have no hand in who the department suggests?—A. I do not think they take any interest in it.

Q. They do not?—A. No. As a matter of fact—

Q. You must have a strange type of politician over there?—A. As a matter of fact, they are only too glad to be saved any of the trouble.

Some Hon. MEMBERS: Hear, hear.

By Mr. Tucker:

Q. What about your electors? Suppose one of the electors in a constituency wants to get an appointment like that. I suppose he would visit the postal authorities; and I suppose it would not be beyond the bounds of possibility that he would ask his member to say a word to the Postmaster General?—A. I think he would be very unwise if he did.

Q. I see. I have heard that has been done even in England.—A. I do not say it was not done in times past, but I do not think it is now.

Q. I see. There is another matter I should like to ask about. When the government changes, is there any tendency to dismiss the Civil Service Commission?—A. No; there is no change at all.

[Sir Francis Floud, K.C.B., K.C.M.G.]

Q. I mean, the commissioners?—A. Oh, no.

Q. I understood you to say that any civil servant could be dismissed at any time by the head of its department; is that right?—A. Yes.

Q. By that do you mean the political head or the permanent head?—A. It rather depends on the importance of the post. I mean, if it was a high official, certainly the minister would be concerned.

Q. Well, take the permanent secretary, as you call him—can he dismiss without cause any civil servant in his department?—A. Yes.

Q. Without cause?—A. Well, I do not say without cause, because he would not do it without cause.

Q. Does cause have to be assigned? That is what I mean?—A. Oh, yes.

Q. Is there any right of appeal from that decision of the permanent head of the department?—A. There is no statutory right of appeal. But, of course, things of that sort would always be taken up by the particular association to which the man belonged, if they thought it was one that ought to be taken up.

Q. So as I understand it, he stays in the civil service, if he is not dismissed, until he is superannuated; and the person who dismisses him would be not the Civil Service Commission but the department head, either political or permanent?—A. Yes. I can give you an instance. I was at the Ministry of Labour before I came here, and we had a very large staff there—something like 25,000. It always happens that, in every organization like that, you get a few black sheep; and occasionally we had a man who, for instance, had committed some offence and perhaps was convicted by the civil power, and he had to be dismissed from the service. I had to take the responsibility of doing that.

By Mr. Cleaver:

Q. There is one point in regard to what Mr. Tucker was asking about which I should like to follow up. I am still just a little in the dark in regard to the appointment of a local postmaster in a small community where the postmaster dies and the postmaster is receiving a small remuneration—\$100 or \$200 a year. I understood you to say that the department involved would send in a list of names—five or six names—and from those names the Civil Service Commission would make the final choice.—A. Well, no.

Q. Or recommendation?—A. It would not quite work like that. In that particular case, what would happen would be as follows. The occupant of a post, we will say, dies. The local post office authorities would recommend somebody to succeed him; and if the Civil Service Commission is satisfied, he would be appointed.

Q. That was just the point I wanted you to clear up, if you would. In a small local community of that kind, who would the department go to for the recommendation?—A. They would probably go to their local overseer.

Q. That is, the inspector?—A. Yes.

Q. Of the district?—A. Yes.

Q. Where would he get his information? Would he make inquiries in the local district?—A. Yes.

Q. Are those appointments or recommendations made from local residents or who would make them?—A. Well, he would make such inquiries as he thought fit among the people in the neighbourhood. I mean, he would know from his own knowledge of the neighbourhood who were the likely people to go to. What very often happens in a case like that is this: if a rural postmaster in a country village dies, they very likely think, "Well, now, who is going to take that particular business that he was doing before"? The post office may have been in the local grocer's shop.

Q. Yes, the one who would take over the store?—A. Who will take over the store; and if he was a suitable man, they would probably recommend him.

Q. There is one other question in that regard and I am through, Mr. Chairman. Is there any age limit as to an appointee under those circumstances?—A. I am not sure. I will just look that up. I rather think they try to keep the age limit not exceeding forty, but I am not absolutely certain about that.

Q. Also while you are looking, you might see if there is any retirement regulation with respect to the same type of appointment?

The CHAIRMAN: Age of retirement?

Mr. TUCKER: Age of retirement.

The WITNESS: No, I think not; because those particular posts are not pensionable.

Mr. CLEAVER: Thank you, very much.

The WITNESS: Pensionable posts are retirable at sixty or sixty-five.

By Mr. Fournier:

Q. Sir Francis, is the service and the commission in Britain governed by statute such as we have in Canada?—A. No. Practically the only statute that affects the civil service is the one dealing with superannuation. That is dealt with by statute. All the other things are dealt with by order in council.

Q. But there must be some statutory provision so that this commission can pass regulations governing the service?—A. They do it by order in council.

Q. By order in council?—A. Yes.

Q. Did I understand that this commission had authority concerning examination and the appointments?—A. Yes.

Q. After a man is appointed he is out of the jurisdiction of the commission?—A. That is so, yes.

Q. The commission has nothing to do with promotion, salaries and transfers?—A. No.

Q. Just the examination and the— —A. That is so.

Q. —appointments?—A. The general control of the service in regard to salaries is done by the Treasury, and also the establishment of the number of officers in each class in a department; that is settled by the Treasury.

Q. We have a special section in our Act which gives the right to the deputy head in the department in urgent cases to appoint temporarily somebody to occupy a position. Have you anything similar to that in England?—A. They have to get the consent of the Treasury for any additional appointments.

Q. The official in the department cannot do that without the authority of his minister, I suppose?—A. He would not go to his minister if he felt he needed additional staff in his department; he would go to the Treasury, make out his case, and if the Treasury was satisfied they would approve and subject to their being sufficient appropriation in the estimates they would then proceed to go to the Civil Service Commission and say, send us the number of people for this class that we want.

By Mr. MacNeil:

Q. After the applicant qualified by examination for the executive or administrative classes and is assigned by the commission to a specified department, does he serve a probationary period, or has the department any authority to reject that applicant as being unsatisfactory in the opinion of the department?—A. Yes, there is a period of probation during which they can reject the candidate if he proves unsatisfactory. He is on probation for two years.

Q. Is that rejection undertaken without reference to the commission?—A. Yes.

Q. I should like to ask another question with regard to appointments by nomination to the lower categories. I have in mind especially the work of labourers, sometimes clasified as labourers here. Is the right of nomina-

[Sir Francis Floud, K.C.B., K.C.M.G.]

tion exclusively held by the department or does the local labour exchange enter into the picture at all?—A. Yes, they do. As a rule for that kind of post they would go to the local labour exchange and get a list from them.

Q. The right of nomination is exclusively the right of the department?—A. Yes.

By Mr. Tomlinson:

Q. In a case of the sudden death of a person in one of more or less important positions and a temporary having to be appointed immediately, the position requires the man, who appoints that temporary?—A. That would be done by the head of the department, the permanent head of the department.

Q. What we call the deputy minister here?—A. Yes.

Q. Without consulting the minister?—A. If it was an important post he probably would consult the minister. As a rule we try to avoid bringing our ministers into these cases as much as possible, and the ministers as a rule regard their permanent secretaries as responsible for the management of the office, and they do not interfere; but, of course, if it was one of the top posts they naturally would be interested and would wish to know about it. But in the case of the death of a man, generally there is somebody, his second in command, and for the time being he would carry on the work until the appointment was made.

Q. We have in Canada so many post offices that are rather important with incomes of from \$8,000 to \$10,000 and sometimes the postmaster suddenly dies, without an assistant who is capable of carrying on the duties. You would say in that case that the department would make the temporary appointment?—A. Yes.

By Mr. Betts:

Q. I think Sir Francis has made it clear, but just for greater certainty may I ask whether the operation of the English system means that the British members of parliament are entirely free from pressure with regard to civil service appointments?—A. I think that is so, yes.

The CHAIRMAN: There are no politicians in the British service.

The WITNESS: In the service itself, no, none.

By Mr. Jean:

Q. Is a citizen of any dominion eligible for appointment in the British service?—A. Any natural born British subject, yes.

By Mr. MacNeil:

Q. Have you any information as to the number of disabled ex-service men absorbed into the service—I am referring to the activities conducted by the King's Honour Roll some years ago?—A. I am not sure that I have got the latest figures. I am afraid I have not got the latest figures, but quite a number of disabled men have been provided with work in the service. Special arrangements were made with the Civil Service Commission to grant what was called a modified war certificate, because they would not have been able to pass the ordinary medical test, and so they were allowed in on special terms. There have been several thousand, certainly, but I cannot give you the exact numbers.

By Mr. O'Neill:

Q. Sir Francis Floud has been referring to the Treasury. We have what is known as the Treasury Board composed of a committee of the Cabinet. Was the Treasury that you referred to appointed in the same way as our Treasury Board in this country?—A. No. When we talk of the Treasury,

we mean the departmental treasury, which has a special department which deals with what is called establishment, and they control staffing and pay of the service as a whole. They are all officials of the civil service themselves.

By Mr. Jean:

Q. Sir Francis, in Great Britain have you any provision for new ministers bringing in outsiders as private secretaries?—A. Yes, the ministers are, of course, perfectly free to appoint anyone they like as their private secretaries; and at one time it was not at all uncommon for new ministers to bring in some personal friends of theirs as their private secretary; but that has very largely disappeared now. I think it is almost the invariable practice now, when a minister comes to the department, that the permanent head of the department recommends to him someone as a suitable private secretary from the staff of the department. We find that as a rule the most satisfactory arrangement because he gets the benefit of the service of a man who knows the department and knows the work, and it is generally more satisfactory than bringing in somebody from the outside who takes some time before he learns his way about. But at the same time the minister is perfectly free to appoint anyone he likes as his private secretary. The only real snag about it is the allowance which is given for the private secretary is a comparatively small one, and it is as a rule paid as additional to the normal salary of the regular member of the service who gets that post. A cabinet minister is entitled to the sum of £300 pay for his private secretary. Well, that is not a very big salary if the man is not going to be paid anything else; but at the same time it is a very useful addition to the normal rate of pay of a bright young man who is already in the service, and these particular posts are rather sought after and regarded as things to be attained if possible.

Q. Is there any provision made for placing a private secretary in the civil service after he relinquishes his post?—A. No, not if he is not already in the service. If the minister brings in an outsider as his private secretary he, of course, has not got a civil service certificate; therefore he cannot be appointed to a permanent position in the service.

Mr. CLEAVER: Hear, hear.

By Mr. Green:

Q. How do you deal with the problem of the higher civil servants having relatives in the service, for instance, their cousins and their aunts?—A. Well, if they have they have merely got there because they have passed the examination. As a matter of fact, I have a son in the civil service now, but he passed the ordinary examination and he got in quite irrespective of the fact that he was my son.

The CHAIRMAN: "Ants" are very industrious.

By Mr. Brooks:

Q. After the appointment to the service is any provision made for the future training of those civil servants besides just the experience they gain from their work?—A. Yes, we have a body called the "Further Education Committee" for civil servants, which arranges a course of lectures and courses of study which civil servants are encouraged to attend. There is no compulsion about it, but it is made use of to quite a considerable extent; and then we have a body called the "Institute of Public Administration" which makes rather a special study of administrative problems, and a great many civil servants make use of that; and in some of the departments, in the Ministry of Labour where I was, we had a special scheme of training by which young third-class officers used to

[Sir Francis Floud, K.C.B., K.C.M.G.]

be brought up to London for about a fortnight each year and given a general course of training in the work of the department as a whole, so that they could see a little more than the rather narrow scope of some employment exchange in some remote part of the country.

Q. How many civil servants are there in the service in Great Britain?—

A. If you exclude what we call the industrial classes, like the workmen in the dockyards and the arsenals and the labourers, the non-industrial service consists of about 312,000, of whom about 194,000 are in the post office.

By Mr. Golding:

Q. Sir Francis, over a long period of years the civil servants in the service will have established views along economic grounds in regard to what they would consider sound business administration. Now, in case that you have a government elected that adopts a complete change of policy, perhaps a policy that would not meet with the approval of the civil servants as a whole, would the service then co-operate with the new government in putting forth its ideas on that sort of thing? We have heard in our provinces, in fact in the federal government, that where a new government has been elected and the civil servants still remained in their positions, this new government has not got the co-operation that it should have had. Now, just what would happen if you had a complete reversal of policy in Great Britain on the part of the government that was elected? Would the service co-operate with the government just as the government would expect, or what would happen?—A. I think they would. If I could give you an example; a few years ago, as you know, we abandoned our former traditional free trade system for a system of protection for our industries. I dare say it was the case that the civil servants, like other people, were divided into free traders and protectionists; but I do not think there was any failure on the part of the service to carry out the new policy of the government, whatever may have been their own personal views before. Certainly my own experience when we had a Labour government some years ago which, of course, did involve a considerable change of policy in many directions, was that the service was just as ready to serve loyally the Labour government as they had in previous years served the Liberal government and the Conservative government; and I think if you consulted the leaders of the Labour government at home they would agree that they got all the service that they could have hoped or expected from the civil servants, and that there was no lack of loyalty in carrying out the new policy on the part of the officers with whom they had to deal.

By the Chairman:

Q. What is the average duration of tradition with regard to the British civil service?—A. The average—

Q. The average length of time—what I mean is what is the average date of the Orders in Council creating positions?—A. Well, I think the modern civil service dates from about 1855, when the system of open competition and examination was first started. It has been a gradual process since then which has taken time; but I think we may say that since the war days the civil service has been very much on the same lines as it is at the present time.

Q. And the service is open-minded, they have no political bias?—A. I do not think they have any.

Q. Could you tell us how many married women there are in the British civil service?—A. Very, very few. I should think you could count them on the fingers of two hands, almost. The only married women are those few cases of women of rather exceptional qualifications who have been retained on account of those qualifications; and a few other cases of widows or women in the same position, whose husbands have deserted them and who are considered as widows.

By Mr. Tucker:

Q. Apparently you have got rid of this matter of political influence in so far as appointments to your service are concerned. I would like to ask you what is responsible for that happy state of affairs. You probably have seen what has happened in Canada. Could you tell us how the happy situation you now enjoy in the British civil service was brought about?—A. I think in the main by the establishment of the Civil Service Commission, and the recognition that nobody could be appointed to the civil service without a certificate from the Civil Service Commission that he is a duly qualified candidate for the position, coupled with the requirement that in the ordinary case entering the civil service shall be as the result of open competition.

Q. Would it be that clause that they may not have a recommendation from a member—the clause which practically disqualifies them? Do you think that was the final thing that precluded people from seeking support from members? If so, was that clause inaugurated a number of years ago or is it a comparatively recent innovation?—A. It has certainly been there during the whole of my service which is nearly forty-five years. The prohibition of the use of political influence has certainly been in force during that time.

By Mr. Tomlinson:

Q. Then, your civil service people have been properly educated to the fact that merit counts?—A. I think so.

Q. Both with respect to appointment to the service and promotion?—A. Yes.

Q. And that the public at large understands your civil service?—A. Yes.

Q. And by placing this clause in prohibiting to a certain extent the use of political references by candidates?—A. Yes.

The CHAIRMAN: Are there any other questions, gentlemen?

By Mr. Hartigan:

Q. I am asking this question now without any bias, but simply from the formal standpoint. In view of conditions that have developed in Canada and in other countries through unemployment and post-war conditions, what is your attitude with respect to the employment of women? In asking this question I do not know the proportion of female to male help employed by the British civil service, but I would like to ascertain your view with respect to the employment of men in preference to women in the civil service. Do you take into consideration the fact that when you employ a young man he is likely to get married and become the head of a family supporting four or five whereas in the case of many young women entering the service they retain their employment even possibly throwing aside opportunities of marriage? Now, I am not saying this in any light manner at all, but in doing that they are keeping support from a man with a family by retaining a position. Would that alter your opinion in respect to the civil service now as compared to when you were actively engaged in it?—A. No. Of course, it is true that there has been a very considerable extension of the employment of women. They are quite a fair proportion in some of the classes, such as the executive and the clerical classes. In those classes the number of women who are successful is considerable. In the administrative class the number of women who have been successful is comparatively small. Some years there have been none, while in other years there have been perhaps one or two. But when considering the problem I think it is well to remember what our experience at any rate is. While it is true that of course a man as a rule expects to get married and to have family responsibilities, a very large number of the women who are employed in the service also have family responsibilities, maintaining parents, or their relatives, or brothers or sisters; and that very few of them take a job simply as a means

[Sir Francis Floud, K.C.B., K.C.M.G.]

of getting a little pocket money for themselves, but rather because they really do need to get paid employment; and it is considered that it is only reasonable that women as citizens of the country should have equal rights with men of being employed in the government service.

Q. Oh, yes, I did not mean to reflect on them. That is why I made the stipulation I did when I asked the question. My thought was purely from the standpoint of a man naturally being the head of the family.

The CHAIRMAN: Sir Francis: On behalf of the members of the committee and personally I wish to thank you very much for the lucid explanation you have given to us of the British civil service. When I learn one thing in a day I count that day as not wasted. This morning we have all learned many useful things.

Some hon. MEMBERS: Hear, hear.

The CHAIRMAN: It was very nice of you to come and we appreciate it very greatly. We will think over what you have said. One thing I have noticed about the British civil service is that there is a tradition that we do not have here. It takes a long time to create a tradition. I am very fond of the English people. They are a people who have a sense of order, and in that connection we may have a lot to learn from them. Everything is done in order; and one thing Sir Francis said on the "leaves" impressed me very much, that is that they know how to live; and to use a latin expression, they know how to mix the useful with the pleasant, "*utile et dulci*." You hear about their "Bobbies." They are there to represent order, but they have much less to do than their American confrères in the city of New York, for instance. Why? Because the British people have the sense of order; and that sense of order is a thing which we see in the British civil service. Governments may come and governments may go; there may be a conservative government there to-day and it may be replaced by a liberal or a labour government, but the service is still there and they always give loyal and efficient service.

Another thing that struck me in Sir Francis Floud's delightful and too short speech is the consideration given to youth in the British civil service. They take them in young in order to train them. That is perhaps the main reason for the efficiency in the British service. All the young men and women come there with open minds and anxious to work. They are young and they have no bad habits, and they are trained by people who are ready to give them credit for all the good work they do and who are ready to promote them and give them encouragement when they do well. There is no political bias in that, and there is no unfair preference at all. From one end of the service to the other they are all treated on the same fair footing. That is an admirable thing, and we can learn a lot not only from the British civil service but also from their tradition. That tradition is unique and it can be followed with great profit in any country in the world.

Therefore, Sir Francis, we are all very thankful to you. We all appreciate the trouble that you have taken in coming here. And, gentlemen, I have a secret to tell you; it is that Lady Floud was gracious enough to come with her husband but she was too discreet to sit right here, I tell her that her presence is highly appreciated, although she preferred to remain in the background.

I have something else to tell you. I understand that you are all very busy but this morning we had a full attendance of the committee, every member of the committee is here; moreover, the Honourable Mr. Rinfret, the Secretary of State, thought that he ought to come and listen to Sir Francis. So, Sir Francis, you see your presence here is greatly appreciated, and that of Lady Floud also. On behalf of all of us I wish you a good trip to the mother country and every success in the new and hard tasks that you are ready to assume in far off India. We wish you God speed and we hope that the members of the committee will have the advantage of meeting you again in the future. Thank you very much.

Sir FRANCIS FLOUD: Thank you very much, Mr. Chairman.

The committee adjourned at 12.40 o'clock p.m. sine die.

on
om

CAI XC 2
38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

On the
ON THE OPERATION OF THE

CIVIL SERVICE ACT, 1938

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 14

THURSDAY, MAY 5, 1938



WITNESS:

Mr. Wm. Foran, Secretary, Civil Service Commission.

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

THURSDAY, May 5, 1938.

The Special Committee appointed to inquire into the operation of the Civil Service Act met this day at 11 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present: Messrs: Boulanger, Brooks, Clark (*York-Sunbury*), Cleaver, Deachman, Glen, Golding, Green, Hartigan, Lacroix (*Quebec-Montmorency*), MacInnis, Marshall, Mulock, Pouliot, Spence, Stewart, and Tomlinson—17.

It was agreed that the Chairman should ascertain the cost of printing an extra quantity of No. 13 of the evidence of the Committee which contains the submission of Sir Francis Floud, and report back to the Committee. The number of copies required by the members of the Committee to be submitted later.

The following correction in the evidence was approved:—

By the Chairman,—On page 310, line 42, after the word "ruling" insert "A," and after "Quite so" insert "Q."

Mr. Wm. Foran, Secretary of the Civil Service Commission, was called and examined.

Mr. Foran submitted the following documents:—

List of positions exempted from the Civil Service Act. (*For distribution to the Committee.*)

Statement showing the language of Federal Government employees in the province of Quebec. (*For distribution to the Committee.*)

Report of Transmission *re* Classification of Civil Service by Arthur Young and Company.

The Tenth, Eleventh and Twelfth Annual Reports of the Civil Service Commission for the years 1918, 1919 and 1920, respectively.

Part II, Royal Commission of Enquiry, Department of Public Printing and Stationery, before His Honour Judge Snider, January, 1921.

Mr. Boulanger suggested that the Chairman communicate with the American and the French Ministers to Canada with a view to obtaining information regarding the American and the French civil service similar to that submitted by Sir Francis Floud respecting the British civil service.

Mr. C. H. Bland, Chairman, Civil Service Commission, requested and obtained leave to address the Committee. He stated that he had the information Mr. Boulanger desired, and would be pleased to provide it. He also made a brief statement regarding Mr. Foran's evidence.

Mr. Foran retired.

On motion of Mr. Mulock,—

Ordered,—That certain excerpts from the Civil Service Commissions' register be published as an appendix to this day's evidence. (See appendices Nos. 1 to 9, inclusive.)

The Committee adjourned to meet again Tuesday, May 10, at 11 o'clock a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS

Room 268, May 5, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Order, please. I am told by Mr. Doyle that we have a quorum. We might just as well start now and the other members will probably come later on.

The reason the committee did not sit before to-day was because some members were engaged in the Elections Committee and in other committees. Last week we had Sir Francis Floud who gave us some very interesting explanation of the working out of the British Civil Service. We should not forget that the British Civil Service is a very large tree; and the larger the tree, the more difficult it is to transplant it on account of the number of roots. But we may take under advisement what has been said, and I am sure that very illuminating suggestions will come after that very vivid address which has been kindly delivered to us by Sir Francis.

Mr. GLEN: There was a lot of fruit on that tree you speak of, Mr. Chairman.

The CHAIRMAN: Truth?

Mr. GLEN: Fruit—f-r-u-i-t on that tree.

The CHAIRMAN: Oh, yes. There was fruit, and leaves also.

Mr. MACINNIS: Mr. Chairman, while you are on that point, the idea occurred to me, after listening to Sir Francis on Friday last, that we might want more copies of the report. We are having printed in the ordinary way five hundred copies only in English and a lesser number in French of the report. I was wondering if the members of the committee would like to have a greater number printed of the Friday report. I know that many people in my constituency who are interested in public affairs would be very glad to get a copy of Sir Francis' statement to the committee. I do not know just what the feeling of the rest of the committee would be in that regard; but the cost would not be great in this instance, of having an additional number of copies of this report alone printed. I would leave that with you, Mr. Chairman, if you would care to consider it.

The CHAIRMAN: What number would you suggest?

Mr. MACINNIS: I do not know. It would depend upon the rest of the committee, and possibly the other members of the House.

Mr. DEACHMAN: I suggest the members state how many they would like to have; and I will begin by stating I would like to have one hundred copies.

Mr. MACINNIS: I would like to have one hundred copies.

Mr. GLEN: Could it not be done if an order was given, and those who want one hundred copies could pay for them?

Mr. DEACHMAN: I think we ought to pay for our share.

Mr. MACINNIS: That is quite satisfactory to me.

The CHAIRMAN: I have already got in touch with the King's Printer, and asked him what would be the cost of printing one thousand, five thousand and so on. But I might ask the members how many copies they want, and then give an order to the bureau, if you are satisfied.

Mr. GLEN: That would be the proper way.

The CHAIRMAN: On the other hand, there might be some distribution to the provinces and public bodies, the cost of which should be incurred by the committee. That cost is not very heavy.

Reporter, will you please replace the word "leaves" by "beautiful foliage."

Will you also please make a correction at page 310 of the report; so that it will read as follows:

"Q. And therefore you would not call for a ruling?—A. Quite so.

"Q. Will you please proceed, Mr. Bland?—A. Yes, sir."

According to your desire, gentlemen, Mr. Foran has been invited to come here this morning and he will be heard. But I will draw your attention to one fact. It is that it was not my desire to be cruel to any witness, and particularly not to Mr. Foran. My suggestion the other day was just to save him the trouble of coming here. That suggestion was that I should quote from his letter giving the names of his relatives, their occupations and the degrees of relationship, without mentioning any names; and you decided to notify him to appear before you, which is your right. But I hope that when he appears I will not be prevented from asking any questions of him. The thing I want to do here in the committee, and I hope it is your wish, is simply to give the sun-cure to the civil service at large; because if nothing is known of the doings of the civil service, then we will have bureaucracy at its worst. It is most important to show, in the daylight, and even with flood lights, what has been done. If it is right, so much the better; if it is not right, so much the worse; but we will know what has happened there and parliament will have certain control over the civil service, and that control is necessary. Now, most of you—I will not say most of you, but I will say all of you—are kindhearted. I will not say that I am hardhearted. But on the other hand when there is a duty to be fulfilled, it must be fulfilled. We must know what is going on, and the civil service must respect the parliament. It is in the interest of every one in the civil service, and I insist on it. It is not a pleasure to go through those files. It is a most annoying piece of work, but I am ready to proceed, with what I consider as a painful duty; and it is a painful duty in many ways for you gentlemen, because I know you have a lot of correspondence to attend to, and that there are other committees of the House sitting at the present time. But I am ready to stand with you, as I have already done in the past, and as I intend to do in the future. On the other hand there should be no false sentimentality about it. We must know the truth; and our report will be the better on that account. Will your please proceed, Mr. Foran?

WILLIAM FORAN, Secretary, Civil Service Commission, recalled.

Mr. TOMLINSON: He has been sworn, has he not, Mr. Chairman?

The CHAIRMAN: Yes, Mr. Foran has been sworn.

The WITNESS: Well, Mr. Chairman——

The CHAIRMAN: Now, will you please wait until some questions are asked you by members? Have you any question to ask or suggestion to make, gentlemen?

Mr. TOMLINSON: I thought he was called here to make his statement in connection with his relatives in the service.

The CHAIRMAN: Yes. But if you have no objection to it, gentlemen, I will just ask two or three questions of Mr. Foran.

By the Chairman:

Q. This is your civil service file, Mr. Foran?—A. Yes.

Q. When did you get into the service?—A. When did I get into the service?

Q. Yes.—A. I got into the service when I was a young man of about thirteen or fourteen.

Q. Yes. You entered the service in 1884?—A. Yes.

Q. Will you please look at that card there, the card I have shown you?—

A. Yes. That shows 1890, does it not? No, it shows promotion. What part do you want?

Q. But here on the chart of the Civil Service Commission you are indicated as having entered the service in 1884.—A. Yes, 1884 is correct. But in those days a man might not be permanent until twenty years after he came in. So apparently they have given me credit there for my six years temporary service.

Q. Now, you are entitled to a pension, which would be your full salary?—A. No, no—seven-tenths is the highest you get.

Q. Seven-tenths?—A. Yes. I have been working for this government now for over ten years for \$1,500 a year—\$1,500 and something. The difference between my pension and my salary is about between \$1,500 and \$1,600.

Q. But you are entitled now to the highest pension on your salary?—A. Yes, and have been for many years.

Q. And even if you stay longer in the service, you will not have a higher pension?—A. Oh, no.

Q. Mr. Foran, I have one question to ask you, and afterwards you will make your statement. Did you ever pass an examination in the civil service?—A. Yes; in the old days I did.

Q. What examination?—A. They qualified in those days; there was a preliminary qualifying examination, and I could not be permanent unless I had passed the examination which was necessary to get permanency.

Q. Why is there not a record on your file showing that you passed such examination?—A. Well, I do not suppose it was asked for.

Q. All the other fellows have a record of the examinations they have passed.—A. Well, I passed a promotion examination also later on to get promotion.

Q. Where could I check it?—A. Well, I suppose you could check the books. I would like to look for it.

Q. Yes; but where could any member of this committee check the fact that you have passed your promotion examination?—A. Well, there should be a record in the commission somewhere.

Q. Why is not the record on your file?—A. Well, I cannot explain that. At this particular time I was secretary of the commission, and they simply asked—the question of examination was not as material then as it is now. Most of the men that are in the service to-day—not since 1908, but prior to that—never passed any examination.

Q. Prior to—?—A. Prior to 1908.

Q. Nobody passed any examination?—A. Some did, but a lot did not. They were continued. There was no limit to the length of time that you could be employed in a temporary capacity.

Q. At that time it was not necessary to pass any examination to be promoted?—A. There were promotion examinations, oh yes. In certain instances—as a matter of fact, it was a go-as-you-please, catch-as-catch-can system. You could be continued and get the salary increase without any examination, and finally you would be absorbed into the service. For some years that was the case in connection with the public service. It is quite a history. If you want it written, I will be very glad to see that it is done.

Q. These cards do not mention any examination. Look at that card.—A. Well, as a matter of fact, at the time the card was prepared—I do not know who prepared it; I perhaps prepared it myself. But it was at a time when we were very busy. The question of my position was definitely determined, I guess, before I was even classified.

Q. In fact, you prepared that card yourself?—A. Yes; I see I have signed it.

Q. Will you please show me that for just a moment?—A. Yes. That was the time I was appointed to secretaryship of the present commission.

Q. There is something here as to date of changing from former position—state reason (a) Promotion; (b) Exchange; (c) Transfer; (d) Discharge; (e) Resignation; (f) Other reasons. There is no mention of examination.—A. Well, there was an examination. I can assure you of that. In order to get from the second grade to first class clerk, I passed the required examination; and I was only a first class clerk in the Department of the Secretary of State when this commission was established; and Dr. Shortt and Col. LaRochelle, the two commissioners, looked over the ground and decided they wanted me for secretary of the commission. They went to the Secretary of State of that time, Sir Richard Scott; and he made a recommendation to Council and I was appointed.

Q. By Order in Council?—A. By Order in Council. I was appointed on the recommendation of the two commissioners, the government having left to them the right to choose their own secretary.

Q. You did not answer my question at all. My question is very simple, Mr. Foran. I want to know why the word "examination" is not mentioned in this?—A. Well, we will put it in there if you think it is essential.

Q. You did not think it was essential?—A. Well, I cannot just recall the circumstances under which that card was prepared. It was at the time that we started the reclassification of the service, and I was a very busy man.

Q. I understand that you are always a very busy man, but I do not see why you thought of exchange, transfer, discharge, promotion, resignation and other reasons, and you did not think of examination.—A. If there is an omission there that is material, it can be supplied now. If it is necessary for your particular purpose, whatever that may be, Mr. Chairman, I will be very glad to supply it.

Mr. MacINNIS: Mr. Chairman, I wonder if we could have the purpose of these questions. I have no objection to any kind of questions; but as Mr. Foran came into the service some fifty-four or fifty-five years ago, I do not think these questions have any relevancy. Of course, the chairman may have something in mind that I do not know of; but I cannot see why we should examine Mr. Foran at the present moment as to his qualifications or anything of that kind, which is not material.

Mr. LACROIX: I approve of your question, Mr. Chairman, because I understand it; it is very important.

The CHAIRMAN: Mr. MacInnis, for your information—I have nothing to hide—I want to know if Mr. Foran ever passed an examination.

The WITNESS: I say I did. I say I passed an entrance examination and passed a promotion examination. And if you want proof of it, I will supply it.

By the Chairman:

Q. Just a minute, Mr. Foran. Do not be angry and do not make speeches. Just answer questions. We are all very cool here, and what we want is information. We do not want eloquence.—A. I thought I was brought here—

Q. We have a lot of that in the House; but here we want information and facts, and we are taking it very coolly. You told us that examinations were not necessary before 1908, at the time you were appointed by Order in Council as secretary of the commission?—A. I did not tell you that. I said that a great many were in the service at that time without examination, and subsequently became permanent without examination.

Q. Yes.—A. But I was not one of those. That is what I told you.

Q. Yes. You said that you had passed a promotion examination?—A. I passed a promotion examination that was required for promotion from grade 2 to grade 1, first class clerkship—from second to first class clerkship; I passed the required examination.

[Mr. Wm. Foran.]

Q. If you passed that successfully, I cannot understand why it is not on your file?—A. Well, I cannot explain why it was not either.

Q. Yes.—A. Because the card, I presume, was prepared in a hurry; because at the time, as I said, this reclassification of the public service was on, and it was an oversight, I imagine, in getting these cards together; because I was chief of the branch and they just put it in because I was there.

By Mr. Tomlinson:

Q. Were you originally appointed by the recommendation of someone in the department?—A. No. You mean away back in my early days?

Q. Yes, when you began your service.—A. No; I was brought in by the Hon. J. A. Chapleau who had exchanged positions with the Secretary of State. He was a man named J. A. Mousseau, and he happened to know my father. I was attending university here at the time and he asked my father if there was anything he could do for him. He said, "I have two sons, one is learning a trade, lithographer, and I have another boy attending college." He said, "Perhaps I could do something for him." So I agreed to go to night school and I took a job with him, and I have been in the service ever since. In fact, like Topsy, I have grown up in the service. So my first appointment was made through the influence of the Hon. J. A. Chapleau, at one time prime minister of Quebec, who was very interested in my case because my grandparents on my mother's side came from your county, the county of Montmorency. My father lived in Quebec.

By Mr. Lacroix:

Q. You understand it is very important to know how you got in the service. You say that you went through an examination?—A. Yes.

Q. We want to have proof of it because my point is that it is very important to know if officers of the Civil Service Commission themselves are promoted or appointed without examination. If that is so, can we ask another employee to be examined?—A. I suggest you are getting a little—

Q. Can we ask them that question, or can you apply the law? That is very important, I can understand the questions of the chairman. What I want to know, Mr. Foran, is the proof of your examination.—A. I can give you proof. I have told you that. I am on oath here and I have told you I passed two examinations.

Q. What are they?—A. Are you questioning the truth of my statement?

Q. No.

By the Chairman:

Q. You say you passed two?—A. Yes, the qualifying examination which was required at that time, and I subsequently passed a promotion examination. I should like to know what that has to do with my relatives?

Q. Don't get angry. We are all very cool here this morning, and we are here to obtain the facts.

Mr. DEACHMAN: I understand from time to time in the past men have entered the service and have been blanketed in by legislation.

By Mr. Deachman:

Q. That is true, is it not?—A. That is true.

Q. Now, the question as to whether this gentleman passed an examination would depend upon the circumstances. He tells us that he has passed an examination. If it is material to the evidence and if it is necessary, cannot we cut it short this morning by asking him if he could find the evidence that he passed the examination; but we have to remember the Act that we are now discussing was passed in 1918.—A. 1918, yes, the 24th of May.

Q. With regard to a man coming in in 1918 we might very properly raise this question. As to how a man entered back almost before the day I was born, I do not think it is so material.

The CHAIRMAN: Mr. Deachman, I thank you for your remarks. Mr. Foran has stated two things: first of all, that some people passed examinations and secondly, that he passed an examination. What I want is a confirmation of what he has said.

Mr. TOMLINSON: He is under oath.

The CHAIRMAN: Yes, surely.

Mr. DEACHMAN: He has not the information here.

By the Chairman:

Q. Mr. Foran, you stated you passed two examinations?—A. I did.

Q. Was it before 1908 or after?—A. Before 1908, considerably; I cannot recall the time that I passed the qualifying paper away back in 1890.

Q. Now, you were made permanent in 1890?—A. That is the time, about that time I passed the examination, 1889 or 1890, it would be around that. I could not be made permanent—

Q. That is one of them. Afterwards you were promoted in 1894 from third to second class clerk, and then secretary of the Board of Civil Service Examiners with an increase in salary the following year, 1895. In 1906 you were promoted a first class clerk and in 1908 secretary-clerk in 1 A, permanent; therefore there were three other promotions and one increase in salary. You passed only one other examination for these three promotions and that increased salary.—A. Well, I presume a promotion examination was not required for the other classes. I think once you passed a promotion examination from one or two, I do not know which one it was—as I say, I will furnish that information to you.

Q. On the other hand, you did not pass an examination every time you had a promotion?—A. Whatever examination I passed, the commissioners, Dr. Shortt and Mr. Larochelle, thought I was capable enough to handle the position of secretary of the Civil Service Commission.

Q. Probably so, but it does not answer my question.—A. I say that I passed a promotion examination; but I will look it up and find out if it were necessary to pass an examination for the promotion I got to the first class clerk and when I got it; but now you are going back 35 years. You are putting quite a tax on my memory although I do flatter myself I have a good memory; but these are the facts as I remember them, and I will be very glad to give you complete information as you desire it to prove whatever your theory is with regard to my position in the public service.

Q. My theory is that you are the cornerstone of the Civil Service Commission and it is a most important position. You tell me something and I ask you questions and all you say is that you passed two examinations.—A. I said that.

Q. You passed one in 1889 or 1890. Then you had another promotion and I asked you if you passed only one examination?—A. I say yes.

Q. For the promotion?—A. I say yes. But I indicated to you in a manner that I think ought to be acceptable to this committee that the rule at that time may have been that there was no further promotion examination required for the higher ranks. Now, we are promoting every day, not necessarily on examinations but on ratings and sometimes not on ratings. If there is a competition in the department in the filling of a position, a department will report that only one man is in line for it. We promote him without an examination of any kind.

Q. These examinations were easier than they are now?—A. In the old days?

Q. Yes.—A. Yes.

[Mr. Wm. Foran.]

By Mr. Lacroix:

Q. With regard to promotions before 1918, were they obliged to pass an examination?—A. Before 1918?

Q. For promotion?—A. From 1908 they may or may not. It is not a written examination. It is just a rating by the officials of the department. Once you establish your educational qualifications by passing an entrance examination, promotions in the service may continue right up to the top without an additional examination, just on ratings by the officials of the department on your educational fitness. Now, I do not want to make any particular claims but I was regarded by Sir Wilfrid Laurier in 1896 to be capable enough to fill the position of secretary to the Civil Service Board of Commissioners at that time and I held that position until I was elected as secretary to the Civil Service Commission, and at no time has there been any question of my ability or my fitness for this position; but when I am on my way out after 50 years of service I find you gentlemen questioning my ability or my fitness for a position during all that time.

The CHAIRMAN: We do not say that.

By Mr. Lacroix:

Q. We are not questioning your ability.—A. You are trying to show I entered the service—

Q. Not a bit, and I will not be impressed by your declaration. I must tell you one thing. I am asking you one question. Before 1918 were all the employees obliged to pass an examination? That is all I have been asking you.—A. To enter the service?

Q. Yes.

Mr. GREEN: I am afraid we are getting to a stage where there is going to be more heat than light. I do think that we ought to be careful. We have here one of the principal men of the service, a man who has given the longest period of service to this country.

The CHAIRMAN: One of the deans.

Mr. GREEN: Of the whole civil service. I think it would be most unfortunate if he is put on the grill. I do not suppose that is the intention here at all; but we are going back 30, 40, 50 years. Now, the fact remains, and it cannot be got away from, that Mr. Foran has given excellent service and has been largely responsible for our Canadian civil service being in the high state of efficiency in which it is at the present time. I believe he should be cross-examined with that fact in the back of our minds. We all know that the Act has been changed and improved over the last ten, fifteen or twenty years. Conditions are different. The requirements are more strict and more examinations are held and so on than was the case 30, 40 or 50 years ago. It does not interest me very much, particularly in view of the fact that Mr. Foran's record speaks for itself, as to how he got in 50 years ago. I think it is most unfortunate that this sort of examination should be carried on.

Mr. TOMLINSON: Mr. Chairman, I quite agree with Mr. Green in some of his statements, but I feel sure that Mr. Foran is quite capable of looking after himself. He is an old experienced employee, and as far as any members putting anybody on the griddle is concerned, there has been more than this commissioner placed on the griddle before.

Mr. HARTIGAN: I agree with Mr. Green in some of his remarks; but it is a debatable question, and that is what we are here for to-day. We are here to find out whether the Civil Service Commission has attained the high state of efficiency in Canada to which we aspire and which this country desires in its Civil Service Commission. But it is a debatable question as to whether it has reached that point yet. I do not believe this committee should take Mr.

Green's or any other individual's remark to the effect that we have a high state of efficiency in our civil service in Canada to-day. Some of the things that have been brought out before this committee have not reflected an acme of perfection that a lot of people have tried to say it has. I, as one member of the committee, maintain that I am here not to put anybody on the grill—

Mr. TOMLINSON: The griddle.

Mr. HARTIGAN: That is a reflectoin on the committee. I am here to-day to find out, in common with other members of this committee, all the information we can about the Civil Service Commission. All the members who work on committees have high ideals. We are here to seek information and to find out the state of our Civil Service Commission.

Mr. GREEN: Not its state fifty years ago.

Mr. HARTIGAN: That is all right. I give credit where credit is due. I say Mr. Foran may have given good service. I am not disputing that at all. He should have; he was paid to do it.

The WITNESS: You do not think I would have been kept this long if I had not given good service? You want to be fair.

Mr. HARTIGAN: I am not talking in that strain at all. I say we expected that of you, no more, no less.

The WITNESS: The fact I have been retained is a proof of that.

Mr. HARTIGAN: Sure. That may be or may not be the fact. I won't say that is the fact; but I give you credit for maintaining your position and staying there; but whether the service has been properly administered or not is a debatable point. There has been an awful lot of objection throughout the country. This is not the first investigation into the civil service; it is the second or third.

The WITNESS: The seventh.

Mr. HARTIGAN: Let us take one instance. Remember the statement made by Sir Francis Floud the other day. I am not criticizing him at all when I say this: scalp that statement; go through what he said here and you will find this fact, that the British civil service, with all due respect to Britain, is an arm of the government. The remarks made by Sir Francis Floud strongly confirms me in my opinion of what the service would be in this country if that pattern were followed. I reiterated that statement when I put in a proposed motion before the House in 1936 asking that the civil service in this country become an arm of the government. People who read Sir Francis Floud's statement will see that the British civil service is an arm of the government. The commissioners hold their office at pleasure. At the pleasure of whom? Of the government, of course. In answer to a question of mine, Sir Francis Floud stipulated that the commissioners of the civil service in Britain hold their positions at pleasure. What I object to at this time is that it ill becomes any member to express his own personal opinion as to the state of efficiency or to cast any reflections on the motives of any member of the committee.

Mr. MACINNIS: Mr. Chairman, I do not think we are interested at the moment in whether Mr. Foran has discharged his duties well or not. That is not the point we are dealing with. We are trying to find out how he came into the service, how many examinations he passed and that kind of thing. I maintain that has no relevancy whatever. If we are not satisfied with Mr. Foran's services there is an easy way of relieving him of his position, because he has served his time and is now subject to pension. We are not concerned with his position in the service at the present time, and to follow up the line of questioning that is now being conducted is a waste of time.

[Mr. Wm. Foran.]

The CHAIRMAN: Thank you. Have you something to say, Mr. Glen? Gentlemen, we all have respect for old age, and may I tell you that my best friend is 94 years old. He is a delightful old gentleman, and I am sure that Mr. Lacroix has the same respect for old age as I have, and an old gentleman like Mr. Foran.

The WITNESS: I object to being called an old man. I may be old in point of service, but the other day when I had an examination I was told that I was 100 per cent, that I had the arteries of a young man of 25, and when I hear some reference to an affinity being brought into my life it gives me a different outlook on life, and when I usually go along the street I step pretty fast.

The CHAIRMAN: We are asking you some information in regard to the past. Mr. Lacroix has asked you a question, and he thought because of your age you were a little deaf, and that is the only reason why he spoke a little louder than he would have spoken to another witness; on the other hand, what he said was absolutely in order. If we ask you questions now it is because you yourself said you did not understand how it was that there was no record of your previous examination. I want to treat you just the same as if you were not a young man. Here in your file—

The WITNESS: Put it the other way. You say you want to treat me as if I were not a young man.

Mr. GLEN: Right.

The CHAIRMAN: I want to treat you as if you were not a young man, which means I have consideration for old age. But here we have your file—

The WITNESS: You are going to get back at it somewhere. I am afraid you want to queer me with the ladies.

The CHAIRMAN: I do not want to hurt you. When I say that I speak very sincerely and from the bottom of my heart. If the file is complete you do not understand how it is that the record of your examination is not here. That is a very important thing. We have had evidence that Mr. Foran was the gentleman to whom everybody wrote in the Civil Service Commission. He has been in the civil service a very long time. He is one of the deans of the service, and therefore it is most important to get information about the examinations, that is all we have to ask you.

The WITNESS: I suggest probably they did not think it was necessary; that I was as high as I would ever go. Probably the young lady or the young man who assisted me thought that as I had reached the pinnacle it was not necessary to put in very accurate information as to how I reached there. I was there and I was probably going to stay there until I stepped out of the service. I suggest that as a possible explanation, when you ask me directly, and I think you want to be fair, because you have emphasized that several times.

The CHAIRMAN: I consider that important.

The WITNESS: When you asked me if I passed any examinations I say "yes," I passed the entrance and the promotion examinations. Then, more than that, a great many who are occupying permanent positions in the civil service to-day did not.

The CHAIRMAN: You said two.

The WITNESS: I said two.

Mr. GLEN: Mr. Chairman, I do not want to interrupt at all, but really from my own point of view, what I am concerned with is this: an investigation of files is very necessary in this committee, I have no doubt, in order that we might base our recommendations on facts, correcting the faults of the past, so that the service in the future will be as the country wants it. Now, Mr. Foran is here and has been in the service 54 years. Personally I do not care how he got in the service. I do not care how many examinations he had to pass. The fact is he

is here to-day, and with the information he has he will be able to guide us and give us the result of his experience with regard to appointments in the service in the future. That is what I am concerned with. For that reason a search of this file is necessary; but Mr. Foran is here to-day, particularly with regard to one item only, namely the number of relatives he has in the service. I suggest, Mr. Chairman, that we allow Mr. Foran to make his statement as to the number of relatives he has in the service, and then we can cross-examine him.

Mr. TOMLINSON: I second that.

The CHAIRMAN: Before we go on I should like to take objection to one statement that Mr. Glen has made and that is that Mr. Foran is here to guide us. He is not here to guide us——

Mr. GLEN: To give us the benefit of his experience.

The CHAIRMAN: To inform us, which is a different matter.

Mr. GLEN: All right, I will take that.

Mr. SPENCE: Whether he is here to inform us or to guide us makes not very much difference.

The CHAIRMAN: We have information——

Hon. Mr. STEWART: Or guidance.

By Mr. Tomlinson:

Q. Will you give us the statement of your relatives?—A. Yes, I have already furnished the chairman with a report. There is one thing I want to emphasize, and that is, gentlemen, when the statement was made by the chairman that a rumour was current that I had 40—what appeared in the press subsequently was the term “relatives.” I understand there were headlines in most of the newspapers to this effect: “Foran charged by Pouliot with having forty relatives in the public service.” Apparently my name has been a good name for the press for a good many years. I have not only been active in the civil service but I have been active in other fields of endeavour, and in some of those fields of endeavour I have been regarded as what they call a “stormy petrel.” Mr. Pouliot occupies generally the same position in public life and so they thought it would be perhaps starting something if they coupled the two names together, Mr. Pouliot and I. With all due respect they thought perhaps we might team up well together. So I say that the word “relatives” is the term that was used. I suggest for the purpose of meeting that rumour, which I know you are very anxious to remove, if it is not justified, the proper answer for me to give you gentlemen is, how many relatives have I in the public service. I say I have five, two by marriage and three blood relations, and I gave you that in my report. Then, your committee meets and you decide, or you passed a resolution calling for a little further information. My answer to that is I have five relatives and two connections. Now, that is my answer. But your chairman exercising what he probably considers to be his rights asked me for the names of further relatives, that is, if I have a brother married, give the relatives of his wife, or if I have a sister married, give the relatives of her husband. Well, I do say—

By Mr. Hartigan:

Q. In other words, the in-laws?—A. I do not know what you would call them. I say I do not know what you would call them, because I want you to get it this way. I married as a young man. We have started to produce our own relatives and we are concerned with them and with nobody else. I do not want at my time of life to have everybody dumped on my doorstep that is not a relative of mine, and on whom I have no claim.

[Mr. Wm. Foran.]

By the Chairman:

Q. Will you please repeat what you have just said?—A. My wife and myself produced our own relatives and those are the only persons we are concerned with in life.

Q. You speak too fast, and I do not understand you.—A. Yes, the stenographers all claim that.

By Mr. Tomlinson:

Q. I wonder if you would start to deal with them, starting with your own brothers and sisters, and your sons and your sons' daughters, and so on down the line?

By Mr. MacInnis:

Q. Mr. Foran was starting to give the number of relatives he had. Would it not be just as well to put the letter that he wrote with regard to that on the record? He can read it here.—A. Mr. Tomlinson, you will have to bear with me because I want you to understand the position I have taken. The chairman and myself have had a little difficulty with regard to this information.

The CHAIRMAN: None at all, no difficulty at all.

The WITNESS: Yes.

The CHAIRMAN: I have never had any difficulty with you.

Mr. LACROIX: Nobody ever has any difficulty with you.

The CHAIRMAN: Do not take it that way.

Mr. LACROIX: We were just asking questions.

By the Chairman:

Q. Do not take it that way.—A. Did you see what happened in the Senate yesterday where Senator Haig said he was kicked in the face—

Q. Do not bring the Senate in here, please. We have enough of our own to deal with.

By Mr. Tomlinson:

Q. I should like to receive the information. You can use your own judgment whether you wish to read it or not.—A. I will read it to you.

The CHAIRMAN: Leave the Senate alone.

The WITNESS: You do not like these speeches.

Mr. GLEN: If I may make a suggestion it would be this: you are asked to give us information with regard to your relatives without any enlargement.

The WITNESS: My relatives are five.

Mr. GLEN: Read the letter.

The WITNESS: I suppose, gentlemen, you will at least allow me to omit the names so that they will not be brought into this thing, because it is rather embarrassing to them to have their names placarded in the papers with the nasty implication that goes with it that they were favoured in some way by myself because I was the secretary of the Civil Service Commission. Now, that, of course, is another phase that I will take up a little later if I am allowed to do so, because I want this committee or a sub-committee, or its regular sub-committee to go fully into the question and to get the decision or judgment of the Civil Service Commission as to whether at any time from the time I was appointed secretary I was in a position to favour anybody.

Mr. TOMLINSON: I am afraid that would cause a greater implication than reading the names. You have not been charged with anything.

The WITNESS: I will name the relatives, of course—

Mr. TOMLINSON: With the year at which they were appointed.

Mr. HARTIGAN: Mr. Chairman, we have spent an hour in this committee and we have not received a definite answer to a question yet. There is no difference of opinion between this witness and any member of this committee with regard to the question of preference. All this witness is asked is to give the information.

The CHAIRMAN: Mr. Hartigan, the other day I made a suggestion that I should like to read Mr. Foran's letter, just the same as he wants to do now, and you told me not to.

Mr. HARTIGAN: Why not read it now?

The CHAIRMAN: I agree with you, but I remind the committee of what was said in this very room, and I was ready to do exactly what Mr. Foran himself suggests doing now, and that shows that there are no difficulties between us. It shows that very clearly. You took the stand that it was fairer for him to appear before the committee and give the names of everybody. Now, gentlemen, I must warn you that you must not consider that the names of these people are the names of people who have been appointed unfairly by Mr. Foran, unless the contrary is proved. There is no objection to one having some relatives in the service. I have said that before, and I will repeat it. But Mr. Foran thinks there is an implication against him by the fact that it was mentioned that he had a large number of relatives in the service. There is no implication at all in that unless there was something wrong in the appointments or unless the strings were pulled.

The WITNESS: Exactly.

Mr. GLEN: Mr. Chairman, I would say in fairness to Mr. Foran that I think he would be unwise if he did not tell the names.

The WITNESS: I will tell the names of my relatives, but am I going to tell the names of people who are not my relatives?

Mr. TOMLINSON: Relatives by blood or marriage, the same as your letter says. Read your letter.

The WITNESS: Mr. Secretary, did you not distribute copies?

Mr. BROOKS: I was going to say that my understanding was that Mr. Foran was to give us the number of his relatives, not the names. I did not understand he was to give the names. I can very well understand the objection, perhaps, of some people who have written examinations and obtained their positions fairly and squarely, to having their names published over this country; and the implication which naturally arises, not from this committee but from the press and from the public outside. I do not think Mr. Foran or any of those relatives are afraid to come before the committee at all, but there is the publicity, and it is unfair publicity, that is given to people who have written examinations, passed those examinations fairly and squarely, when this implication arises that they received their appointments through some pull by Mr. Foran. I do not think it is fair that the names of all should be given, and I agree with what Mr. Foran has said.

Mr. TOMLINSON: I asked the witness a question and he has not yet answered it. I think it is only fair that he should.

The WITNESS: There have been a number of interruptions.

Mr. CLEAVER: I do not wish to hold up the committee, Mr. Chairman, but I think that Mr. Foran's suggestion is a fair one. If this committee can obtain all the necessary information on which to found its ultimate report without the disclosure of all of the names, I think the request is a reasonable one. I do not see anything to be gained by publishing the names of innocent third parties. That is my view in regard to that point. In regard to the other point, I must differ strongly with Mr. Foran. I do not think that relatives

[Mr. Wm. Foran.]

restrict themselves in their desire for positions, or their desire for promotions, to simply blood relatives. I think in-laws are just as persistent in their demands as are blood relatives. So that on the one point Mr. Foran and I agree; and on the other point we differ. I would suggest that if we can obtain all the necessary information without needlessly publishing the names of innocent third parties, we should do so.

Mr. TOMLINSON: I was just speaking in all fairness to Mr. Foran, because I know what will be published in the newspapers; I know the implication in the country if the names are not published. Surely if these people are working in the service their names may be mentioned; the name of any person in the service is entitled to be mentioned to the country—any man's name in this whole service.

The WITNESS: His name. That is all right. I am not objecting to that.

Mr. McINNIS: I am amazed that we should lose so much time over this point.

Mr. TOMLINSON: You are taking up as much time as anybody now.

Mr. McINNIS: No. I am taking up the time because I cannot see any reason for the discussion that is going on. This committee wanted to know how many relatives Mr. Foran had in the service, how many brothers, how many sisters, how many cousins, how many aunts, how many forty-third cousins once removed and so on. But the committee does not care, as far as I know, whether his brother's name is John, Angus, Rory or something else.

Mr. TOMLINSON: I take objection to that statement right away. Surely a witness in the box—

The CHAIRMAN: Order, order.

Mr. McINNIS: That is the point. Do we want to know the names of his relatives or do we want to know the number of his relatives? If Mr. Foran says he has brothers or sisters in the service, surely that is sufficient for what the committee want to know—for the purposes of the committee. Now, let him get on with his evidence.

The CHAIRMAN: Mr. McInnis, that is all right, and I would be inclined to agree with you; but, on the other hand, it would be important to know, if the name is not given, what his occupation is.

Mr. McINNIS: Yes.

The CHAIRMAN: The occupation of the brother, sister, cousin, and so on.

Mr. McINNIS: That is all right.

The WITNESS: Now, gentlemen, will you please listen to my letter?

The CHAIRMAN: Just a minute.

The WITNESS: Mr. Tomlinson, please do not blame me.

Mr. TOMLINSON: I am not blaming you.

The CHAIRMAN: Just a minute. The point will be decided and you will have ample time to speak, Mr. Foran.

Mr. TOMLINSON: I say that when a witness comes into the box, surely I am entitled to examine him to the extent of asking him the names of certain persons.

The WITNESS: Absolutely.

Mr. TOMLINSON: It is ridiculous to confine the examination to something like what is suggested.

Mr. LACROIX: In the resolution that has been passed, we asked for the names and occupations. That is what was asked for.

Mr. GREEN: Mr. Chairman, perhaps we could save time—

The CHAIRMAN: If you want to see the correspondence, I have it here.

Mr. GLENN: Read that letter.

Mr. GREEN: Perhaps we would save time if Mr. Foran went ahead and gave his evidence; then afterwards, if we require further information, we could cross-examine.

The WITNESS: Yes. That is what I thought you were going to do.

The CHAIRMAN: Just a minute. Mr. Golding, an elder member of this committee, wishes to say something.

Mr. GOLDING: This committee, Mr. Chairman, was set up to ascertain the working of the Civil Service Act. The way I feel about it is this: if there is a rumour that some of the officials charged with the administration of the Civil Service Act have a large number of relatives in the service, there is nothing wrong about it that I can see; but if there is a suspicion that they have got in by means which other people would not be able to get in by, then I say in fairness to the service that should be definitely cleared up. Personally, I am interested in seeing the good name and reputation of the civil service maintained and cleared of any implications of that kind at all. I would suggest, whether you give the names or not—I am not particular about the names—that the committee should know how they got into the service, whether it was in the regular way by examinations or not. I think that would absolutely clear the air and prevent this talk altogether.

The WITNESS: Now, I think there is no member of the committee for whose judgment I have greater regard than yours, Mr. Golding; but I think you will find my letter gives you just the information you want; and you will see that I insisted that this report should go to the sub-committee to determine just the questions you have emphasized.

Mr. GLENN: Read the letter.

The WITNESS: Yes.

OTTAWA, ONTARIO, April 4, 1938.

DEAR MR. CHAIRMAN:—

Do not suggest that I have been responsible for this, Mr. Chairman.

Mr. GLENN: Just read the letter.

The WITNESS: Yes. It reads:

DEAR MR. CHAIRMAN:—

On Tuesday last, following the meeting of the parliamentary committee on civil service at which the question of the number of my relatives in the Dominion pay was raised, I forwarded to you the following report:—

R. de B. Corriveau, assistant chief engineer, Public Works Department. Mr. Corriveau married my sister about twenty-eight years ago. At that time my sister was a trained nurse and Mr. Corriveau was in the government. How he obtained his position, I have never asked and consequently have not this information. I presume, however, that as it was some years before the Civil Service Commission was established, it was by ministerial authority.

J. J. Foran, supervisor of outside printing, Department of Public Printing and Stationery. My brother was in the printing and lithographic business for some years and in 1912 he retired and was appointed by the government of the day to a position in the Department of Public Printing and Stationery. Positions in that department were not under the Civil Service Commission at that time.

W. H. Foran, immigration inspector, my son. As a boy of eighteen he took the regular examination for entrance to the public service and was appointed temporarily to the Department of the Interior. When his name was reached for permanent appointment, he was appointed to

[Mr. Wm. Foran.]

the Department of Immigration where he has been ever since. He is now an immigration inspector, Grade 1. He has had twenty years' service.

I have another son in the Income Tax, Charles J. Foran. He was appointed there seven years ago by ministerial authority. As you are aware, appointments to that branch of the service are not made by the Civil Service Commission.

A. J. Larochelle, Excise Tax Auditor, my son-in-law. Mr. Larochelle was employed by the Booth Company at its depot in Mattawa, Ont., and some years ago entered a competitive examination for Excise Tax Auditors. He took the prescribed written and oral examinations and was one of the successful candidates, and in due course accepted an appointment.

The following day my report was returned and I was asked to answer a series of questions as follows:—

1. *Re* Mr. Corriveau. Will you please tell the committee if your brother-in-law has any sons, daughters, sons-in-law or daughters-in-law, sisters, uncles, aunts, nephews, nieces, male and female first cousins in the Dominion pay;

2. Same question as No. 1 for the relatives and connections of your sister-in-law if your brother who is at the Printing Bureau is married.

That is my brother's wife, who is dead; he asked for her relatives.

3. Same question with regard to the relatives and connections of your son-in-law who is Excise Tax Auditor;

4. Same question with regard to the relatives and connections of your daughter-in-law whose husband, your son, is Immigration Inspector, if he is married;

5. Same question with regard to your daughter-in-law whose husband, your son, is in the Income Tax Branch, if he is married;

6. I want the same information with regard to your wife's relatives and connections to the second degree.

In other words, the question is very simple. I want that information for your relatives and connections in both direct and collateral lines to the second degree since the year 1908, the date of your appointment as Secretary of the Civil Service Commission.

I observe that you go back to the year 1908 although the motion passed by the committee specifies only those now actually in the service. However, this is neither here nor there so far as I am concerned, and I am willing to go back the thirty years you ask me to cover.

Immediately, I forwarded a letter—copy of which is enclosed—to my five relatives and I now have pleasure in giving you their answers.

I sent a letter because I preferred that to asking them by telephone, because I knew what their answer would be if I asked them.

1. Mr. Corriveau reports that he has no relatives or connections in the public service.

2. My brother, Mr. J. J. Foran, reports that his deceased wife had the following relatives in the public service: first, a judge of the Superior Court of the district of Montreal.

Let me say here—

By the Chairman:

Q. Just a minute, Mr. Foran. What did you say about telephoning? I did not catch it very well. I would like you to repeat what you said.—A. I said I did not like to ask them by telephone because I knew they would get very much annoyed and give me an answer I would not enjoy; it might start trouble among the relatives, and I know that has been the case with Mr. Corriveau. A great many of these higher officials who have asked some of their in-laws have got a nasty answer, and there is trouble with them over this question; because apparently it is not the man himself who does not want to give the information, but his in-laws or his relatives do not think they should be asked.

Q. You mean your suggestions that these gentlemen——A. Who?

Q. You mean your communication was by telephone with the gentleman that you have mentioned in your letter?—A. No, the relatives; I wrote to them instead of telephoning.

By Mr. Glen:

Q. You wrote instead of telephoning, and that is the information you got? —A. Yes.

The CHAIRMAN: Thank you.

The WITNESS (continuing): My brother, Mr. J. J. Foran, reports "honourable judge." Leave his name out, because I do not think you are going to suggest——

Mr. TOMLINSON: That is all right.

The WITNESS: All right. We will leave that out.

The CHAIRMAN: Just a minute. On that, may I say that I know of one lady who is mentioned there who got herself into the service, and Mr. Foran had nothing to do with her appointment. I want to say that to clear the sky. Will you please proceed, Mr. Foran?

The WITNESS: We will leave out the judge's name. I do not think you are concerned with that.

Mr. TOMLINSON: No. That is all right.

The WITNESS: There has been some suggestion from time to time that the commission might appoint judges, but I do not think the government has given any serious consideration to it.

By Mr. Tomlinson:

Q. He is not in the service?—A. He is in the Dominion pay. You said "in the Dominion pay." You did not say "in the public service." You said, "in the Dominion pay," and that includes everything, mind you.

Q. All right, we will leave it at that.—A. Then there is a son of this judge, a Law Clerk in the Department of Transport. I am not giving the judge's name and I am not giving the name of the young man. Then there is:

Mr. Avaln Thivierge who died some years ago, and his daughter, a Miss Thivierge who is still employed in the service.

He was in the service before the Civil Service Commission, so he would not be included. That is the answer of my brother. If you want to find out this young lady's name, I will be glad to look it up. I do not know it.

3. Mr. A. J. Larochelle reports that since he became a member of my family seventeen years ago only two relatives came into the public service:

1. A. E. Larochelle, a brother of his who was successful in a competitive examination for a position in the Department of Mines, and L. P. Larochelle, a cousin who competed for a position of Senior

[Mr. Wm. Foran.]

Inspector of Dredges, Department of Public Works. He adds that before he joined my family there were relatives of his in the public service. He assumes that these names are not desired.

4. Mr. W. H. Foran reports that his wife has a cousin, a former school teacher in this city who qualified at the census examination in 1931 and is still employed in the Bureau of Statistics, a Miss McGillivray.

That is, she is a cousin of my son's wife.

5. Mr. C. J. Foran reports that his wife has no relatives or connections in the public service.

6. I find that first cousins of my wife, once removed, the Misses Hélène, Annette, Marie and Gabrielle Saint-Denis, have been in the public service at different times during the past twenty years. The first one named, Miss Hélène, passed a competitive examination and received an appointment in the Post Office Department in 1918. She left the service to be married a few years later. Miss Annette passed an examination and was appointed to the Auditor General's Office. Subsequently she served in the legations at Washington and at Paris and is now on the personal staff of the Minister of Transport. Miss Marie passed a competitive examination in the year 1926 and received an appointment the following year in the Civil Service Commission. She left to be married a year ago. Miss Gabrielle passed a competitive examination in the year 1931 and received an appointment in the Auditor General's Office. Two years later she resigned and served for two years and a half with the League of Nations Society, after which she again took the Civil Service examination, qualified, and received an appointment in the Civil Service Commission, from where she was seconded to the office of the Prime Minister where she served for nine months. She then returned to the Civil Service Commission where she is now employed as my personal secretary.

I gave the name of another young lady who is in the Bank of Canada; but I understand that is not in the Dominion pay, that it is a corporation doing business entirely free from the government, so her name does not come in.

So far as I have been able to ascertain, this report covers all my relatives and their relatives and connections. In addition, I can recall that during the war one of my daughters served in a nursing corps organized in connection with the Hospital Commission established by the government. Her service was for a short period. The Civil Service Commission had nothing to do with appointments to this commission. Another daughter who has been married for 18 years was for a time engaged with the Seed Grain Branch of the Department of the Interior. At the time she secured employment, young men of military age were not eligible for employment in the public service and the Department was forced to select eligible girls wherever they could be found. Miss Foran offered her services and was accepted. The Civil Service Commission had nothing to do with appointing this staff.

This covers the entire clan, so far as my returns disclose, of all my relatives and connections who have received appointments in the public service.

For the proper record of my relatives, I suggest that this should be the classification: five, three of whom were appointed by ministerial authority, and two others, through the regular channels of competitive examinations, as provided by the Civil Service Act. As to the others, I submit that you and the sub-committee must decide the method by which they will be brought into the picture. Naturally, I am disinterested, but I hope for their sake that no injustice will be done them.

If you find that this report is deficient in any respect and will let me know; I shall make further inquiries and endeavour to obtain such additional information as you may desire.

If no further particulars are required, may I ask that this report be considered by the sub-committee at the earliest convenient opportunity. You will appreciate that I am most anxious to dispose of the rumour that I have forty relatives in the public service and that I am also anxious to establish to the satisfaction of yourself and the members of the sub-committee that my duties as secretary of the Commission are such that, even if I were disposed to do so, it would be absolutely impossible for me to favour anyone seeking appointment to the public service or promotion therein. Both Mr. Bland and myself will hold ourselves in readiness to appear when notified.

Assuring you of my sincere desire to be of service to yourself and the members of your committee,

Believe me,

Yours sincerely,

W. FORAN.

By Mr. Hartigan:

Q. With regard to that last statement, why do you say, "both Mr. Bland and myself" any more than any other of the members of the Civil Service Commission?—A. I will tell you, Dr. Hartigan: Mr. Bland has been my assistant for twenty-five years. He has been my chief for five years. Mr. Bland was also chief examiner. He would know exactly to what extent I could possibly have had anything to do with the examinations. I suggest him because he is now Chairman of the Commission, and he was my assistant for twenty-five years. I have no objection to the present commissioners being brought in, but I suggest that as they have only been there a short time, they could not know very much about it; and I do not think their statements would carry the same weight as Mr. Bland's. I suggest that.

Q. Have you something to do with the examinations?—A. Nothing at all. That is what I want to show you. I have tried to get that over for some time. Absolutely nothing.

Q. There is no trouble in getting it over?—A. Well, there seems to be a disposition on the part of some not to accept my statement.

Q. It is easy to make statements. That is why I asked you.

The CHAIRMAN: Now, gentlemen, I must draw your attention to one thing. You are not all lawyers, but you are all familiar with the rules of evidence.

Mr. SPENCE: We are glad we are not.

The CHAIRMAN: We are all familiar here with the rules of evidence, and the main rule of evidence is that hearsay is worth nothing. We are not interested in learning about the relatives or connections of Mr. Foran who have entered into the service outside of his knowledge. What we are interested in is to know those whom he knows himself; and by writing to different people like that, he gets an answer which is not under oath, and he does not give any personal information under oath about what he knows about the relatives or connections of these people, which is an entirely different matter. No judge would accept any evidence like that contained in that letter. It is no evidence at all. He wrote to a gentleman and asked, "have you got any relatives in the service?" That gentleman answers him back, "No," or that he has one or two. He gives that answer just the same as if it was his own, given under oath. I am not satisfied with that.

[Mr. Wm. Foran.]

Hon. Mr. STEWART: Could we not ask Mr. Foran if he has any personal knowledge outside of what is contained in that letter, or any additions to make to it, or does he believe that what is stated in the letter there is true? You say, "pay no attention to hearsay." We unfortunately have paid attention to hearsay. This whole statement that this official has forty relatives in the service is hearsay.

The CHAIRMAN: Surely it is.

Hon. Mr. STEWART: Who said it? Nobody took the responsibility of even putting a letter in here to say it. It is nothing but hearsay. The whole thing is built on hearsay.

The CHAIRMAN: Yes. But the way to destroy hearsay is by regular evidence.

Hon. Mr. STEWART: Certainly.

The CHAIRMAN: And I am ready to listen to regular evidence. But, Mr. Stewart, you are an experienced lawyer—

Hon. Mr. STEWART: Thank you; but I am not as experienced as I would like to be.

The CHAIRMAN: You are a very experienced lawyer, a very eminent member of the Bar of the province of Ontario.

Hon. Mr. STEWART: Just to follow it to a conclusion, let us ask the witness if he has any knowledge himself about the statements in these letters, whether they are correct or not, or if he has any additional knowledge. That surely clears it up, as far as he is concerned. I might ask Mr. Foran myself, if he will permit me.

The WITNESS: I swear that I have five relatives in the public service, and so far as I know—

The CHAIRMAN: Will you please wait until the question is put, Mr. Foran?

Mr. LACROIX: Yes, wait until the question is asked.

By Hon. Mr. Stewart:

Q. I wanted to ask you this question: As far as you know, of your own knowledge, are the statements contained in those letters correct?—A. Correct; so far as I know, they are correct.

Q. That is all. Have you any additional knowledge as to the appointment to the service of your relatives?—A. No.

Q. In addition to that contained there?—A. No.

By Mr. Tomlinson:

Q. Might I just put the question slightly differently? Have you personal knowledge of the facts contained in that letter?—A. I have personal knowledge of my five relatives, and so far as I know the statements sent to me about my relatives are correct. I am absolutely sure that Mr. Corriveau has none. I am absolutely sure that my sons have none; and so far as my wife is concerned, she says she will not go to any further trouble—but I will insist, if she knows of any; but I do not think she knows of any. I would say this, that my wife has never been very much concerned about her relatives.

Q. When was your son appointed to the Department of National Revenue, was it?—A. Son-in-law it is.

Q. Son-in-law?—A. Yes. About ten years ago.

Q. About ten years ago?—A. Yes.

Q. Was he appointed by the Civil Service Commission?—A. He was appointed as a result of a competitive examination.

Q. Oh, yes. Then you have one son in the service?—A. I have two sons in the service—one in the Immigration and one in the Income Tax.

Q. Take the one in the Income Tax. When was your son appointed there?
—A. He was appointed there in—let us see; he was appointed there in 1932-1931 or 1932.

Q. What is his first name?—A. C. J.—Charles J.

Q. Charles Foran. He was appointed to the Income Tax in 1932?—A. That is the year.

Q. And that is a ministerial appointment?—A. A ministerial appointment, yes.

Q. How old is he?—A. As a matter of fact, he was appointed by Captain Walters who was Chief Commissioner at that time. He was a friend of the young man and he told me one day, Mr. Walters—

By Mr. Glen:

Q. He is not in the Civil Service Commission?—A. No, nothing to do with it at all. I was surprised when he came in and told me. He, like other men, got married young and was not working at the time; and Mr. Walters gave him this job.

Q. Those are the facts, and I suppose we may check them as they are. You have nothing further to add, have you?—A. No, I have not got anything to add.

By Hon. Mr. Stewart:

Q. Just to complete it, how many of those that you have named were appointed by the Civil Service Commission?—A. Two.

Q. I mean—A. Of the whole crowd?

Q. Of the whole crowd?—A. Well, let us see.

Mr. LACROIX: Will you please repeat your question, Mr. Stewart.

By Hon. Mr. Stewart:

Q. I was just asking how many of the total number of those had been appointed by the Civil Service Commission?—A. The judge was not, of course.

Q. Oh, leave him out. He is not in the civil service.—A. There were two in the first group, that is my brother's, appointed through the commission. No, there was one. Then this law clerk.

Q. Just take your time and get it correct.—A. There is one, the law clerk. Thivierge was appointed before the commission. His daughter was not appointed by the commission, I do not think—at least, I have never made inquiries. I am not quite so sure of that. I do not know.

Q. Let us have the ones you are sure of.—A. That is one I am not sure of. There is only one in the next group, A. J. Larochelle,—oh, yes, there are two—one in the Department of Public Works and the other in the Department of Mines. W. H.—his wife has a cousin who qualified at the census examination. C. J.—his wife has none. All my wife's relatives passed an examination, four young ladies, and only two of them are in the service to-day.

Q. I know; but all those eight that were appointed, were they appointed by the Civil Service Commission?—A. Yes, they were appointed by the Civil Service Commission.

By Mr. Tomlinson:

Q. Be careful about that. I thought you said two.—A. I am speaking of my relatives.

Q. Your relatives?—A. Yes. There were three—of my five relatives, three were appointed by ministerial authority, and two of them have been in the service over twenty-five years. My brother-in-law in the Department of Public Works, I presume, was appointed by ministerial authority, because he married

[Mr. Wm. Foran.]

my sister when he was in the government before the commission was established. Then there is my son in the Income Tax; that is three. The other two came in through the Civil Service Commission.

By Hon. Mr. Stewart:

Q. We have not got this quite cleared up yet. Definitely, Mr. Foran, how many are you sure were appointed by the Civil Service Commission?—A. Well, there are four, six, eight.

Q. That is what I concluded. Eight were appointed by the Civil Service Commission over a period of how long?—A. Well, the commission has been established for thirty years.

Q. In the last thirty years?—A. Some of them were appointed before the commission. You have asked about those appointed; yes, in 1908—

Q. I am asking for those appointed by the Civil Service Commission.—A. Eight.

Q. Eight? How many were appointed through ministerial authority?—A. Well, there were three of my relatives on ministerial authority. There was the judge, of course—

Q. Leave him out.—A. There was Mr. Thivierge. This is pretty difficult. Of course, I do not know these people. If I knew them, I would be able to speak more freely about it.

By Mr. Tomlinson:

Q. Do not say anything you are not sure of.—A. I beg your pardon?

Q. I would not give evidence of anything I was not sure of, if I were you.

By Hon. Mr. Stewart:

Q. If they were not appointed by the Civil Service Commission,—if you are right in the eight and there were only eight, all the others must have been appointed in some other way?—A. Well, first, there is the judge, and there is a man who was appointed—there are three there that I do not know anything at all about, in the first group. I can assure you—

Q. When were they appointed?—A. This man, Thivierge, was appointed away back about forty years ago.

Q. There was no Civil Service Commission then?—A. No.

Q. Then he cannot have been appointed under the authority of the Civil Service Commission. Do not take any trouble about him.—A. No. Then there were two, three, four—four and four are eight—eight is correct; then the two of my relatives; that is ten that were appointed by the Civil Service Commission.

By Mr. Lacroix:

Q. Ten have been appointed by the Civil Service Commission?—A. Yes.

By Mr. Glen:

Q. Ten in all?—A. In all.

By the Chairman:

Q. How many people are mentioned in your letter? How many people connected or related to you in a close or distant way are mentioned in your letter? Will you please give the number of people that you have mentioned in your letter? Will you please count them carefully? We will give you two minutes for that.—A. There are one, two, three, four, five, and four are nine—five and four are nine—and two are eleven and one is twelve—twelve and four. I am leaving out that girl in the bank. Twelve and four are sixteen. Sixteen.

By Hon. Mr. Stewart:

Q. There were sixteen appointed without reference to the Civil Service Commission at all?—A. No.

The CHAIRMAN: No.

The WITNESS: Sixteen is the whole lot.

Mr. GLEN: Sixteen is all inclusive.

By Hon. Mr. Stewart:

Q. Sixteen includes all?—A. Yes.

Q. There were eight appointed without the Civil Service Commission and eight—A. No. There would be ten including relatives. We are getting slightly confused.

Q. Apparently I am.—A. There were ten.

By Mr. Lacroix:

Q. How many have been appointed by the Civil Service Commission?—A. Ten.

Q. How many outside?—A. Six.

Q. Ten and six are sixteen.

The CHAIRMAN: Is there a chartered accountant among you gentlemen?

Hon. Mr. STEWART: There should be.

The WITNESS: This may be a laughing matter as far as you are concerned, Mr. Chairman, but it is not as far as I am concerned. I have rights here.

The CHAIRMAN: Mr. Foran, I do not want you to take it that way. We are here, and we are very friendly and very respectful to you. And when I asked if there was a chartered accountant here, it was just to save trouble.

The WITNESS: I suggest Mr. Stewart sees the point I am making. I suggest that these people, many of whom are included in the number that you have asked me to give you, are not, by any possible stretch of the imagination, relatives of mine or connections of mine.

By Hon. Mr. Stewart:

Q. I know that is your contention. But of all of the names you have brought up here, whether they are within the category of relatives or connections of yours or not, only eight were appointed by the Civil Service Commission?—A. No, ten.

Q. Ten; all right: And six otherwise?—A. Six others were appointed by ministerial authority.

Q. Sixteen altogether?—A. Yes.

Mr. SPENCE: That is a long way from forty.

Mr. TOMLINSON: It is creeping up.

By Hon. Mr. Stewart:

Q. That covers a period of how many years, from the first appointment until the last?—A. Thirty years.

By the Chairman:

Q. Mr. Foran, can you swear that your three daughters-in-law have no relatives or connections in the service?—A. Yes.

Q. You can swear that?—A. Yes.

Q. Have you got other sons besides the two that have been appointed in the service?—A. Have I what?

Q. Have you got other sons outside?—A. Yes.

[Mr. Wm. Foran.]

Q. Besides the two that are in the service?—A. Yes. I have a son in the Metropolitan Life.

Q. Did you not recommend any of the people that have just been mentioned?—A. Recommend them?

Q. Recommend any of the people who are there? Did you recommend any of the people mentioned in your letter, verbally or by writing?—A. These people who came in through the commission?

Q. No.

By Mr. Lacroix:

Q. If I understood the question, Mr. Chairman, it was: did you recommend any of the people mentioned in your letter, orally or verbally?—A. No.—bringing in ministerial authority?

Q. Anybody?—A. No. You do not suppose I had anything to do with a man I did not know until he married my sister,—Corriveau. My brother got his position because they wanted him there, because he was in the lithographic business and had a good deal to do with the department, and they thought they would like to have him there; and my son got his position through Chester Walters.

By Mr. Hartigan:

Q. Mr. Stewart asked this question: what year was the first one of your relatives appointed to the civil service? Give us the year the first one was appointed to the civil service and the year the last one was appointed.—A. Well, I think the first one to qualify was my son. That would be away back after the war, 1918 or 1919, I presume.

Q. What year was the last one?—A. The last one appointed would be ten years ago; that would be the son-in-law.

Q. In 1928?—A. 1928, yes.

Q. Then, to keep the record straight, these appointments all took place within ten years, from 1918 to 1928; is that correct?—A. As to when they came in, that is right.

Q. Perhaps you did not grasp what I asked you. All the appointments of relatives of your family, the ten appointments—you said you had ten.—A. No, I did not say I had ten. I said I had five.

Q. Ten altogether?—A. Ten altogether came in at different times.

Q. Under the Civil Service Act. That was your answer to Mr. Stewart's question. Now, the first thing I wanted was the year that the first one came in and the year the last one came in.—A. Of course, that is—

Q. That will be a period of how many years?—A. I do not know when these relatives of my wife came in, but I think the first one came in in 1918. That is when she came in.

Q. The last appointment was made in 1928?—A. The last appointment was made in 1928 through the Civil Service Commission, yes—no, the last relative of my wife, Miss Gabrielle passed an examination in 1931, Miss Marie in 1926. They were two of my wife's second cousins.

Q. I just want the first and the last.

By Hon. Mr. Stewart:

Q. Is it correct to say that since 1931 none of those in this group who were appointed by the Civil Service Commission have been appointed since that date?—A. Yes.

Q. No relative of yours in this whole group since 1931?—A. That is correct.

Q. Seven years back?—A. That is correct.

By the Chairman:

Q. You take a wide interest in sports?—A. Yes.

Q. You were president of a hockey and football club?—A. Yes, president of others—

Q. Is it to your recollection that some of the members of your clubs got into the service for the time they were not playing?—A. Well, I think you had better ask that of the member of parliament for the city.

Q. I asked you did any member of your clubs—this is a very interesting subject—of what clubs were you the president? I have some here. I have the Senators Senior, the Senators Junior, the Montagnards, the Ottawa Football Club, the Primrose Club Juniors, the Hull Volants, and so on. Were you the president or chairman of some of these clubs?—A. You know, my sporting career reads like a story, Mr. Chairman, and I shall write a book some day and I will send you a complimentary copy. I was president of the Senators for two years. I do not know of any other players who went into the government service. If they did, I suggest that they took an examination. Whether they did or not I do not know. If they wanted to get in some of the departments that were exempt they would probably go to the member for the city, and I know he would have been delighted to have them, because the members from this city have always been great friends of sport and find it in their interests to stand in with the people who are controlling sport.

Q. In spite of the fact that you were the chairman or president of the clubs, you had nothing to do at all with their appointment?—A. Absolutely nothing.

Q. And it was repugnant to you to recommend them to a job in the service while you were an official of the clubs?—A. Which?

Q. It was repugnant to you?—A. Quite so. Let me say further that I have never mixed my position in the government with anything outside, any of my activities outside of the commission, and if anybody would speak to me with regard to appointments, I would tell him that he would have to see the member for the city, if he was not able to take the examination and qualify.

Q. You have not recommended any member of your club to any member of the city?—A. Well, not that I am aware of. If somebody came along and asked me if he was a good fellow, I would say he was, yes.

Q. That was not a recommendation?—A. I do not suppose—I want to assure you gentlemen that these men were doing good work not only in advertising their own city but in advertising Canada. They deserved to be helped by anybody who was interested in sport, and I have always had a weakness for Canadian athletes.

Q. Yes, that is very good. Is it to your knowledge that some of them got into the service without passing an examination?—A. I imagine most of them did unless the records show some got in through other ways. That would be the easiest way to get in, because they would get the services of the member of parliament—

Q. I am talking about the time when they were not playing games?—A. Oh, yes. I do not know about that. That would be a matter of administration. If any department allowed them to do that, it would be their fault, not ours. You surely are not going to connect me up with athletes getting into the public service?

Q. I am not making any explanation; I just refer to fact.

By Mr. Lacroix:

Q. May I be permitted to ask you one question?—A. Quite so.

Q. May I repeat the question I have already asked which you did not answer very well. Have you recommended, written or orally, anybody to enter the civil service?—A. I would not say that.

[Mr. Wm. Foran.]

Q. I am asking you the question.—A. You know, I have been reported to be a pretty good fellow, and if anybody outside of my position asked me about so-and-so I would say that he was a good fellow. I would recommend him in that regard. What would you take out of that?

Q. I am just asking you the question again because I asked you the same question a moment ago and you answered "no".—A. So far as I know I may have recommended to the member of the city who came and asked me how Pugnose Jim was, I would say that he was a fine hockey player or a fine lacrosse player, that we need him and that if you can do anything for him, do it.

Q. I just asked you the question a while ago and you answered "no".—A. People connected with the civil service are different. I do not recommend anybody where I have no right under the law. They do not come to me at all.

Q. I am just repeating my question?—A. You are asking questions based on hearsay, I suppose, that is all.

Q. I am asking you the question because I asked you the question before.

By Mr. Tomlinson:

Q. Now, Mr. Foran, I do not know but I imagine that you have had a great deal of experience in the civil service, and what I am about to ask you may be hearsay. I should like to know if you can remember the following appointments to the Civil Service Commission, all from the one family. These are the names: Theresa Maloney, Secretary of State Department; Mary C. Maloney, National Defence; Rita M. Maloney, National Revenue; T. A. Maloney, Secretary of State; Catharine Maloney, Soldiers' Settlement; Eleanor A. Maloney, Excise Tax; Mary A. Maloney, Trade and Commerce; Nellie Maloney, National Revenue. Have you any knowledge of that family?—A. I must say that the name appeals to me. I like the name "Maloney" but I do not know anything about them.

Q. Have you any knowledge, not personal knowledge, of this family of eight being employed in the service?

Mr. MACINNIS: Mr. Chairman—

Mr. TOMLINSON: Just a minute, I am asking a question.

Mr. MACINNIS: I am a member of this committee.

Mr. LACROIX: Mr. Chairman, Mr. Tomlinson is asking a question.

The CHAIRMAN: If you are rising on a point of order that is all right.

Mr. MACINNIS: If I am allowed to be heard—

Mr. LACROIX: He is asking a question.

Mr. MACINNIS: That is quite all right. It does not mean no one else can ask a question.

Mr. LACROIX: Wait until he is through.

Mr. TOMLINSON: I am not through.

Mr. MACINNIS: I want to find—

Mr. TOMLINSON: Just a minute.

The CHAIRMAN: Order, gentlemen.

Mr. MACINNIS: Have I the right to rise on a point of order?

The CHAIRMAN: No.

Mr. TOMLINSON: On a point of order?

Mr. MACINNIS: Yes. I want to know whether Mr. Foran is on the stand now in regard to his relations?

Mr. TOMLINSON: That is not a point of order.

Mr. MACINNIS: I want to know if the Maloney family is any relation of Mr. Foran's?

Mr. TOMLINSON: That is not a point of order.

The CHAIRMAN: That is not a point of order. Mr. Tomlinson may ask questions about the Maloney family. I do not know what he has in mind, but he may ask his question and the way he has asked his question there was nothing out of order in it. He did not say the Maloney family was associated or related to Mr. Foran.

Mr. TOMLINSON: No.

The CHAIRMAN: I do not know what Mr. Tomlinson is leading up to and it is necessary to hear more from him before coming to any decision as to whether he is out of order or not.

The WITNESS: You might be kind enough to suggest that the relatives I alluded to are French Canadians. If you press it any further and the Irish find it out that my relatives are French Canadians I may not stand very high with them.

Hon. Mr. STEWART: I should like to ask a question.

Mr. TOMLINSON: Just a minute.

Hon. Mr. STEWART: I am going to help you.

Mr. TOMLINSON: You are going to help me? You are sure of that?

Hon. Mr. STEWART: I am going to ask my friend a question. The very distinguished family of Maloney is almost as distinguished as the Stewarts, only probably not as numerous. I would like to ask Mr. Tomlinson if these Maloneys are all members of the one family?

Mr. TOMLINSON: Yes. This may be hearsay, but I am informed definitely that they are. Now, I should like to get the information as to whether it is correct. I should like to know if the hearsay evidence I have obtained is correct? I am also informed that they are the children of a certain Dr. Maloney—I do not know him—a former member of parliament.

Hon. Mr. STEWART: That is what you are coming to.

Mr. TOMLINSON: I should like to know if Mr. Foran has any knowledge of it? If he has not he can say no; I have not, and I shall try to obtain my information elsewhere.

The WITNESS: I know Dr. Maloney, I like him very much, and I know members of his family; but I do not think I ever met them socially. I am quite sure I have never met them socially. I know the family to whom you are referring. It is a very nice family.

Mr. TOMLINSON: Certainly, I will admit that.

The WITNESS: I know if these girls got into the government—I do not know that they are in the government; I cannot say definitely—but I do know if they got into the government they probably passed an examination.

Mr. TOMLINSON: They may have. They are very excellent children, apparently.

The WITNESS: I cannot say definitely. I do not know the family very well. I know the doctor, of course.

Mr. GLENN: That is the answer. You do not know.

By Mr. Tomlinson:

Q. You do not know the names?—A. No.

By the Chairman:

Q. Then, you are not related to them?—A. No.

Hon. Mr. STEWART: I hope to be able to convince my friend Mr. Tomlinson that he has made a mistake. I know the Maloney family well. These are not all members of one family.

Mr. TOMLINSON: Would you like to go into the box?

[Mr. Wm. Foran.]

Hon. Mr. STEWART: At any time I will go in the box with my friend or any place else.

Mr. TOMLINSON: I am quite willing to leave it as it is. I am informed that these eight children of one family are employed in the service. It is hearsay as far as I am concerned. It was mentioned to me a year ago, and I am not trying to injure the civil service. But there is a feeling in the service that when one member of a family gets in or becomes competent to enter the service, through their influence they bring in all the family or as many as they can get in. I should like to clear up this point. If Mr. Foran cannot do it for me I will bring my friend Mr. Stewart into the box, if he is willing to go in, and I will question him about it.

The CHAIRMAN: No. Mr. Tomlinson, you have other ways of getting this information besides Mr. Stewart.

Hon. Mr. STEWART: I should like to ask Mr. Tomlinson if he knows whether all these are in the civil service or not?

Mr. TOMLINSON: Well, probably you can give me that information.

Hon. Mr. STEWART: No, I do not know if they are in the service at all. I would like to know if they are all in the civil service.

The CHAIRMAN: I am not—

Mr. TOMLINSON: I am asking for the information, that is all.

The CHAIRMAN: I know, but I would suggest to you, Mr. Tomlinson, that you might direct your questions to the chairman of the Civil Service Commission or to Mr. Foran, and they would give you the necessary information in due course.

Mr. TOMLINSON: Fine.

Mr. CLEAVER: I would suggest that after this when a member of this committee asks a question which is perfectly in order that the chairman maintain order and do not permit other members of the committee to ride him or ridicule him or interrupt him or offer to help him gratuitously and all that sort of thing. I think it is entirely out of order. Mr. Tomlinson's question was entirely in order and all these interruptions were obviously for the purpose of not helping.

Mr. MACINNIS: I object to that. Any member of this committee has a perfect right to object to questions.

Mr. CLEAVER: Let us settle this point of order right now.

The CHAIRMAN: I want to listen to you now and then I shall pass on the point of order. Have you something else to say, Mr. MacInnis?

Mr. MACINNIS: No. I put my question on two important grounds. I did not have any ulterior motive in my question. I put my question in order to get the best out of this committee. I say that if each subject is placed in its proper order and every question asked in its proper order then we will get the most benefit from this committee. I stated the reasons for my point of order, and I say again that as a member of this committee I have every right to object to any question, as a matter of fact.

The CHAIRMAN: Yes.

Mr. CLEAVER: I brought up this point, and I would like to argue it to a conclusion. I may be wrong or I may be right, but I should like a ruling from the chair. What I want a ruling on is this: when a member of this committee is asking the witness in the box a perfectly proper question I do not think that it is in order for any other member of the committee to attempt to barge in and so ask a member of the committee a question, or to ask the witness a question. Surely, Mr. Tomlinson had the floor, and surely Mr. MacInnis and Mr. Stewart had no right to interrupt him?

The CHAIRMAN: Gentlemen, is there anybody else who would like to speak on this point?

Mr. GOLDING: Mr. Chairman, I do not see any necessity of getting all het up about this thing. We should discuss this calmly and quietly. I quite agree with Mr. Cleaver if a person is asking some questions, and another member of the committee interrupts I do not think it is right; but he has the right to raise a point of order. When the point of order is raised we will leave it to you to decide who has the floor, and I know that you are quite competent to do that. But apart from that let us discuss the whole matter quietly and calmly. There is no need of getting heated up and saying nasty things to each other. It does not accomplish any good and does not get us any place. What we want to get is information, as far as I am concerned, information that is going to clear the reputation of the Civil Service Commission and if possible assist us to bring in a report that will make the commission stronger and better yet.

Mr. TOMLINSON: Hear, hear.

Mr. GLEN: I believe you, Mr. Chairman, have already decided this. I forget when you did it, but your ruling was that when any member was asking questions of the witness he was not to be interrupted until he was through. I think that ruling was made three meetings ago.

The CHAIRMAN: Mr. Glen, you have just said what I wanted to say. I am bound by the rulings of this committee. We have a certain procedure and I have asked the clerk to prepare a summary of that procedure. There are a few rules that we have made with regard to committees, and one rule had to do with a member asking questions, and it was to the effect that the member had to be permitted to put his series of questions without being disturbed. Of course, that does not prevent any member raising a point of order or objecting to a question. When he does so, he must raise his point of order, state his point of order, and when he objects to a question he must not ask another question. If he asks another question he is out of order. He has the right to object to any question, and the witness has the same right to object to any question and to state his objection, and then the chair will rule; but on the other hand, unless that is done, I do not see that any member has the right to interrupt another when he is asking questions.

Hon. Mr. STEWART: Mr. Chairman, I want to assure you and the members of this committee that I desire to abide by the rules of order, and have endeavoured to do so. I am sure that the proceedings of this committee from the beginning have not been characterized by any strict adherence to rules of order. I am afraid I have not been the first one to violate them, if I have violated them. If I have done so I am sorry. I appreciate the importance of having order preserved and the rules of order followed. I say to Mr. Tomlinson if he feels that I have done him any injustice or if I have done anything that is contrary to the rules of order I am sorry and I apologize.

The CHAIRMAN: I thank you very much, Mr. Stewart, and I am sure you mean well as every member of the committee means well; but at times discussion becomes a little heated and it cools quickly. I shall repeat to you gentlemen what I think of you. I think you are the finest type of fellows in the House of Commons. We are the same as any other family. At times brothers who live together will speak a little roughly to each other but that does not mean that they love each other any the less, and they do their very best for each other.

Mr. GLEN: I move we adjourn.

Mr. BOULANGER: Before we adjourn I should like to make a suggestion which will take only two seconds. Last Friday we had a very instructive exposé of the work of the British civil service from Sir Francis Floud. In order to

[Mr. Wm. Foran.]

have other points of comparison would it not be a good thing for the chairman to get in touch with the American Civil Service Commission and French Legation, so that we may have an exposé of the way the American civil service and the French civil service function? There is one feature in the French civil service that may be of interest to us; that is the right given to the civil service to appeal to the state council if they feel they have a grievance in regard to promotions, appointments, salaries, conditions of work, holidays and so on. The council of state corresponds in some ways with the Exchequer Court of Canada.

Mr. BLAND: May I say one or two words?

The CHAIRMAN: Yes.

Mr. BLAND: I have been very quiet this morning. My first remark has to do with the request made by Mr. Boulanger. I have all the information that he spoke of, and I will be very glad to provide him with it if he desires it. The second point I should like to make is this. Mr. Foran is the secretary of the commission of which I have the honour to be chairman. I thought on that account I might be allowed to say one or two words at the conclusion of this sitting. It is perhaps not necessary for me to bring to the attention of the committee more than two points already brought out in evidence, namely, that the law does not contain any provision regarding relatives in the civil service. My second point is that it is extremely difficult under the present system for any person on the commission to manipulate examinations. Another point I should like to make particularly is this; Mr. Foran has been in the service for 50 years. He may be regarded as one of the deans, as you say, if not the dean of the service. I have had the pleasure of being associated with him for 30 years. We have worked closely together. Mr. Foran has done a splendid piece of work for the public service of Canada. Several weeks ago the rumour was voiced that Mr. Foran had 30 or 40 relatives in the service. I appreciate it was voiced as a rumour, as hearsay. Mr. Foran has gone to some length in stating the facts, and it has been brought forward that he has sixteen persons among which are included the most distant connections of Mr. Foran. He has concluded, as I said, 50 years of service. My only request is this, that this committee and the press should give as much emphasis to the evidence of Mr. Foran as was given to the rumour. I think that is fair.

The CHAIRMAN: That is fair, and it is appreciated that you show loyalty to one who was your chief at one time and over whom you are the chief now. Mr. Foran, before we finish may I say this. At the first sittings of the committee you were asked to produce a report of the Arthur Young Commission which investigated conditions in the Printing Bureau in 1908.

The WITNESS: I have it here.

The CHAIRMAN: Will you please leave it?

The WITNESS: Yes.

The CHAIRMAN: Investigation of different positions in the service.

The WITNESS: Yes. I have left them. I should like to suggest, if you are anxious to discuss this matter that you go over the "Report of Transmission to Accompany Classification of Civil Service of Canada" the two reports of the commissions for the years 1918 to 1920, because they contain a great deal of valuable information on the work carried out at that time. Now, there may be a great many questions you would like to ask that would not probably be cleared up by the reading of these reports, and I suggest that after you have read them that you bring me back, if there is anything that you would like cleared up.

The CHAIRMAN: We may do that in due course, if it is the desire of the committee. Gentlemen, when is it your desire to meet again? Would Tuesday next be all right?

Mr. SPENCE: The Maloney family is a very important matter. I think there should be some way of finding out whether they are all members of the one family and whether or not they are all in the service.

The CHAIRMAN: Just a moment. All these questions are on record and will appear in the report, and Mr. Bland can check the whole thing and give us the information at the next sitting.

The committee adjourned at 1.05 p.m. to meet on Tuesday, May 10, at 11 a.m.

APPENDIX 1

CIVIL SERVICE COMMISSION—CLASSIFICATION—DEMOTION

	Date of Minute
<i>Re:</i> Classification of positions which by a rearrangement of work or change in conditions have become less important. Opinion of Justice to be obtained as to right of Commission to demote.....	18-11-20
Classification of employees transferred by Order in Council to another Department dependant upon classification of division as whole. (See cases of E. J. McMeekin, G. C. Cowper and J. J. Stock. (33-T & C)).....	16- 6-34
Board to consider qualifications of M. M. Hale, Asst. Chemist. (NH-H-524)....	17- 7-34
Demotion made by Dept. in 1932 verified by Commission in 1936. (H. L. Carson—C-PS-34)	27-11-36
Reduction in classification of H. L. Caron, authorized by Dept. in 1932, confirmed by Commission. (C-PS-34).....	28-12-36
New Grades of Caretaker to apply to new appointees; those new employed to be paid temporarily, or appointed permanently in accordance with terms of advertisement. (33-PW-CA3-Vol. 2).....	27- 8-37

CIVIL SERVICE COMMISSION—CLASSIFICATION—DEPARTMENTAL

Justice to be asked whether departmental classification existing in certain departments (outside service), can be recognized by C.S.C. in granting increase in salary, in the same way as classification of inside service. Covered by section 11 (3) C.S. Act 1929.....	29- 6-20
Claim of former S.C.R. employees, who were formerly enjoying a higher classification, to be referred to the Justice Department.....	6- 2-30

CLASSIFICATION—GAZETTE NOTICES

Notice to be published in Gazette re change in title of class, Special Customs Officer, etc. (C-PS-95).....	7-10-26
---	---------

CIVIL SERVICE COMMISSION—CLASSIFICATION—MISCELLANEOUS

Where reclassification of position is requested and form shows no funds available, Dept., to be advised cases cannot be investigated.....	15-11-27
Draft letter approved advising that reclassification will not be considered unless money is specially voted therefor.....	6-12-27
New rates of bonus for Key Punch Operators approved.....	21-12-27
Memorandum of C.S. Federation, October 15, 1929 (59-1).....	31- 1-30
T. J. Nethery formerly employed at Conniston, Ont., to be shown on position list as attached to Sudbury in a supernumerary capacity from February 1st to April 16th, 1934. (C-50E-334).....	10- 6-32
Grading of Special Surveys as applied to distilleries changed.....	25-10-32
Position of Engineering Clerk, Int-GS-16, occupied by C. J. Denny, reclassified from a full time to a seasonal position.....	22-11-32
Proposed new basis for grading Special Surveys as applied to distilleries confirmed. (33-C-SS)	23-12-32
Auditor General to be advised regarding employees in Marine Dept. whose duties do not fall within exempt classes. (MA-AGX-204) (PW-CEX-87).	1- 5-33
Auditor General to be advised regarding employees in Public Works Dept. whose duties do not fall within exempt classes. (PW-CEX-87).....	1- 5-33
Medical officer employed at \$5 per day until a Hospital Interne can be secured. (PH-PWi-103)	16- 8-33
Position of Public Building Engineer, Caretaker, classified as Fireman until it can be filled by Competition. (INT-DP-326).....	14- 9-33
Higher classification to compensate for overtime disallowed. (MI-A-31).....	22- 9-33
Treasury Board and A.G. to be advised that E. Scratch employed as Labour Foreman, should be classified as Park Warden. (INT-DPX-79).....	20- 2-34
All appointments to swine grading positions to be made as Jr. Swine Grader and higher grades to be filled by promotions. A percentage of positions in each prov. to be jr. positions. (33-AGR-LS-(VOL. 2)).....	15- 3-34

CIVIL SERVICE COMMISSION—CLASSIFICATION—MISCELLANEOUS—*Conc.*

	Date of Minute
Basis used for grading Custom officers revised to give due weight to motor car traffic.....	
Reclassification under Staff control Regulations covered by promotion certificates without salary increase. (AGR-EF-310).....	31- 1-35
Organization Branch instructed to prepare a report on the classes and salaries of stenographic and clerical service.....	18- 4-35
Clerk, Gr. 1, to be the entrance grade for operators of key-punching and comptometer machines. (40421G).....	25- 6-36
Employee classified at Prevailing Rates who formerly contributed to super. fund to be reclassified in special class to preserve super. rights, this special class to be abolished on employee's retirement. J. W. Allen. (OS-47564).....	18- 1-37
New classes to be set up for the Mechanics in the Toronto Post Office.....	1- 3-37
Miss A. Gregoire classified as Clerk, Gr. 3 while on loan to Prime Minister's Office; to return to former class, on return to Dept. of N.R. NR-H-1045.....	22- 4-37
Organization Branch directed to give special study to question of higher salaries for married men. (SUB. 59).....	22-10-37

CIVIL SERVICE COMMISSION—CLASSIFICATION—PERSONAL APPEAL

Persons calling at the Organization Branch desirous of asking questions <i>re</i> the classification can only do so by appointment through the Deputy Minister or a member of the C.S.C. or the Secretary thereof.. . . .	17- 2-20
Circular letter ordered sent to Deputy Heads requesting that they advise the members of their staffs that every individual appeal against classification shall be fully considered.. . . .	9- 9-20

CIVIL SERVICE COMMISSION—CLASSIFICATION—POST OFFICE

Classification of Account Clerks in city Post Offices.. . . .	15-10-20
Messrs. Gibson & Taylor met Commissioners regarding positions of District Superintendent of Postal Service at Montreal and Toronto.. . . .	2-11-27
Salary rate for Postal Helpers (P.T.) established at 0.40 per hour.. . . .	2- 2-33
Present Class Postal Helper to be abolished and separate examinations held for Letter Carrier, Mail Porter and Postal Clerk. (73-PO-DUP).....	13- 2-30
A footnote to be added to the class Postal Clerk to provide that Postal Clerks, when employed as Railway Mail Clerks, may be paid allowances as provided for the class Railway Mail Clerk.. . . .	20-7-33
Railway Mail Clerk allowances to Postal Clerks, effective 1-4-19. Allowances to other classes to be considered when need arises.. . . .	25- 9-33
Revenue Post-Office, Milton West, Ont., advertised at flat rate, Dept. to pay expenses. (37986T).....	16- 7-34
Twenty-two sub-grades of Postmaster, Gr. 2, to be established for Revenue Postmasters. (59-PO-PM).....	18- 7-34

CIVIL SERVICE COMMISSION—CLASSIFICATION—PROCEDURE

Procedure where C.S.C. does not approve request of Dept., regarding change of classification. (33-C-10DQ).....	26- 3-24
Antedating requests for higher grading and changes in compensation (SUB.83)..	18- 3-26
Salary not to be increased to provide for travelling allowances. (See case of Dr. A. D. Ferguson, Physician, P. T. Kenora, Ont.,) (1A-1A5-112).....	23-10-33
Requests for changes in organization or classification to be accompanied by statement of duties. (SUB-33-Vol. 2) (Board Decision).....	19-11-35
When a deputy head's recommendation is not accepted, deputy to be invited to appear before commission. (SUB.33) (DUP. 2).....	19-12-35
In filling grade 2 position, inquiry to be made regarding lay-offs available at that rate; if not lay-offs available position to be classified as grade 1. (57-3) (DUP).....	9- 4-36
Where deputy head takes exception to Investigator's report, Chief of Organization Branch to report on matter himself, after consultation with Investigator of Dept. (33-L-(VOL2)).....	9- 9-36
Positions of Office Boy and Clerk, Gr. 1, to be interchangeable, but Clerk Gr. 1 to be only substituted for Office Boy in cases of Promotion where incumbent has reached his maximum. (38-4).....	17-12-36

CIVIL SERVICE COMMISSION—CLASSIFICATION—PROCEDURE—*Conc.*

Classification of Positions in Ministers' Offices to be left largely to Treasury Board; Dept. request to be submitted with Commission report thereon. (PW-A-10) ..	9- 2-37
Positions reclassified as Caretaker, present Gr. 2 to be filled by temporary certification of incumbent present, if an old employee or appointed by competition; otherwise by local competition. (5-ND)	1- 5-37
Office boys not to be reclassified before completing two years' service, but may take part in promotional competitions. (33-C-(DUP. 5))	23- 7-37
Promotion certificates to issue for reclassification of exempt positions. (33-HCL-(DUP.)	2-12-37

CIVIL SERVICE COMMISSION—CLASSIFICATION—QUALIFICATIONS

Special Qualifications differing from those provided in classification	5-12-22
Completion of Apprenticeship as Student Map Draftsman considered as qualifying for Perm. Appt. as Map Draftsman. (Maurice Isabelle) (MA-H-585) ..	23- 5-33

CIVIL SERVICE COMMISSION—CLASSIFICATION—SALARIES

New rates for Grain Staff. 59-T&G-GC-(DUP)	4- 2-27
Where compensation of a class has been increased, employees in receipt of maximum for one year or more to be eligible for next rate in range from effective date of increased rate of compensation. (59-1)	26- 4-27
Above applicable only in cases where compensation of class has been increased without any change in class title. (59-1)	20- 5-27
Minimum and maximum rates for the classes with compensation and up. (SUB. 59)	28- 6-27
An increase in the remuneration of certain positions in Dept. of Insurance not recommended, as the officers in question should be officially stationed at a place where they will be able to devote the largest proportion of their time to their duties and incur the least travelling expenses. (33-INS.)	27- 1-33
Salary rate for Postal Helper (P.T.) established at 0.45 per hour effective April 1st, 1933	10- 6-33
A footnote to be added to class Postal Clerk to provide that Postal Clerks when employed as Railway Mail Clerks may be paid allowances as provided for the class Railway Mail Class Clerk	20- 7-33
Allowance provided for Lightkeepers for the Operation of Hand Fog Horns and Bells to be discontinued as vacancies occur at Grades 2 and 3 and classes up to 5 inclusive, etc.	17- 8-33
Differential in rent allowance of Revenue Postmasters between East and West to be eliminated. (59-PO-PM)	3- 3-34
Valuation of living quarters and increases in salary to make up for deductions on account of rent. Approved, but cannot be given effect at present time. (59-4-NR)	18- 3-35
Extra help for Christmas Rush to be paid 0.40 per hour (5-PO-X22)	28- 3-35
New basis for computing salaries of limited service employees in National Revenue. (59-9-NR)	13-11-35
Bonus to be provided for Key Punch Operators in Revenue Division of Financial Branch, P.O. Dept. (9-2-VOL. 2)	30-12-35
Student Assistants to be paid second rate, if employed regularly as Student Asst., in previous year, even without Commission's certificate. (MI-36842-36G)	7- 5-36
Draft letter to Controller of Treasury re persons transferred to his staff from exempt positions at a salary higher than minimum class. 59-1-(DUP.)	9- 9-36
Compensation for Caretaker questioned. (40333G)	30-10-36
Old rate for Postal Clerk to be used on promotion for all employees who were in the Service prior to May 28, 1936, and new rate for all employees who entered Service after that date. (33-PO-C)	29- 1-37

CIVIL SERVICE COMMISSION—CLASSIFICATION—SALARY REVISION

Council to be asked for instructions as to general policy to be pursued in connection with requests for upward revision of classification. (INT-NI-157)	13- 3-24
Until work in connection with revision of salaries has been completed, no investigation of application for re-appraisal to be approved. (PW-A-123)	14- 4-24
Above rescinded,—Cases to be proceeded with immediately	12-12-24
Meeting of Deputies and Audit Board	1- 4-24
Schedules for Clerical Service approved. (59-7-G)	13- 2-25
Certain cases to be referred to Commissioners for consideration. (SUB.9, VOL.4). ..	20- 6-25
Letter to be prepared regarding P.C. 1644, for Clerk of Privy Council	5-10-25

CIVIL SERVICE COMMISSION—CLASSIFICATION—SALARY REVISION—*Conc.*

	Date of minute
Temporary employees employed from season to season, who have been employed during the seasons immediately preceding and following passing of Order in Council authorizing salary revision considered entitled to flat increase in lieu of bonus as provided in clause. (B) (PW-DEC-3044).....	17-12-25
Depts. to be circularized asking for statement of number of employees formerly classified as Sr. Clerk, now graded as Clerk, Grade 3, etc. (PW-A-39).....	26- 4-27
All requests for reclassification since circular letter 1927 to be accompanied by new form recently approved by Commission before being investigated. (SUB. 83)	31- 5-27
Summary of O.B. regarding Sr. Clerk Grade referred to Comm. MacT. (59-13-3).	
Summary of O.B. 21-6-27, 11-7-27 and 13-7-27.....	16- 6-27

APPENDIX 2

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—BLACKLIST

	Date of Minute
Candidates who are placed on blacklist to be so advised. (OS-24640) Mr. X's case.	8- 5-24
Candidates who misrepresent their age at examinations blacklisted for one year.	6- 3-30
All persons implicated in exam. irregularities, Montreal. (26-6).....	28- 5-31
Persons dismissed for political partisanship blacklisted for one year. (OS-27832 and SUB. 24-(DUP. 3).....	13- 5-31
Candidates blacklisted for re-employment or whose names have been removed from eligible lists not to be notified of the action taken except in the event of their applying for re-employment. (57-2).....	29-11-32

APPENDIX 3

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—LAY-OFFS

	Date of Minute
<i>Re</i> : Placing of lay-offs on eligible lists.....	28- 4-24
Persons laid off by Sub-Comm. of Council on E & E who received a rating less than 50 per cent not to be re-employed. (OS-1361).....	22- 7-24
Joseph Chenier not eligible to be treated as a lay-off. (PW-CE2-63).....	15-10-26
Joseph Chenier, decision confirmed.....	1- 3-27
<i>Re</i> J. H. Hector (OS-717).....	28- 4-27
<i>Re</i> J. H. Hector (OS-717).....	3- 5-27
Miss Marg. Keenan, Stenographer, Gr. 3, to be placed on lay-off list except for Department of Trade and Commerce. (OS-12358).....	12- 5-27
J. H. Hector to be placed on lay-off list. (OS-717).....	31- 5-27
Mr. James A. MacDonald not to be placed on lay-off list. (38529).....	7- 6-28
Miss Mary Drouin to be struck off the lay-off list for Translator. (T&C-S-118)..	29-10-29
Eustache Pilon, Sr. Messenger, lay-off from Interior, eligible for appointment as Clerk, Grade 1. (OS-27939).....	27- 6-31
The following lay-offs from the Dept. of Immigration and Colonization to be placed on eligible lists for re-assignment:—	
Miss Gertrude E. Halpenny (OS-30673); Miss Bessie B. Maxwell (OS-30967); J.L. Malcolm (OS-32000); Miss C. Lightbourne (OS-30551).....	22- 3-32
E. L. Moir, Elevator Operator, who was laid off, not to be restored to the eligible list. (OS-4909)	12- 4-32
Lay-offs who are appointed to exempt positions in Service to be asked whether or not they are still interested in the classes of Positions for which they are listed. (NR-H-780).	8-11-32
The following removed from the lay-off list:—	
A. Bernasconi, N. E. Breau, O. W. Brooks, E. E. Cummings, Miss E. Crawford, R. B. Farrell, R. T. Goldie, T. H. A. Graves, R. H. Hooper, F. P. Jennings, R. R. Miller, H. L. Morris, George Nash, T. L. Villeneuve, J. F. Waddington, J. R. Martin, A. E. Pulling, J. W. Tuck, R. Shippley.....	8- 3-33
K. G. Christie not to be placed on lay-off list and not considered for further employment unless he qualifies in another competition. (OS-10848).....	13- 6-33
No special preference to be given to a lay-off in establishing eligible lists from general competitions. (57-3-(VOL. 2).....	24- 7-33
G. C. Rutherford to be placed on lay-off list for Clerk Gr. 2. (OS-32199).....	1- 8-33
S. S. Sanders, laid off Egg Inspector, to be considered for Clerk Grade 2, in the absence of eligibles or lay-offs for that class. (OS-40518).....	11- 1-34
George B. Brackenbury, National Defence lay-off, removed from E.L. for Head Clerk as he has not replied to inquiries. (OS-2156).....	25- 4-34
Name of Henry Henderson to be removed of the lay-off list for Egg Inspector and any other class for which he may be qualified, etc. (OS-40662).....	27- 6-34
Dr. A. G. Fraser, former Dental Officer, London, Ont., to be placed on lay-off list for clerical classes. (OS-21575).....	17- 7-34
Messrs. K. M. MacDonald and W. G. M. Robertson, former Pension Counsel, eligible to be placed on the lay-off list. (OS-41476 and OS-42247).....	23- 7-34
F. E. Sterns, Designing Engineer, Welland Ship Canal Constructor Staff, to be placed on lay-off list. (OS-40768).....	23- 8-34
Miss F. A. Hafer to be retained on E. L. for Steno. Gr. 2 until she advises the Commission that she is available for employment; Miss Hafer having a position outside the Service. (OS-16167).....	13-11-34
Temporary Student Map Draftsman not entitled to re-employment as lay-offs. (See case of C. McNeil-AGR-HA-9).....	6- 6-35
Permanent appointment of lay-offs to be proceeded with without regard to position on eligible list, provided permanent positions are available and have been occupied for one year. (BPC-VA-7 & 8).....	31- 1-36
Life of lay-off list not to be limited. (57-3-(VOL. 2).....	18-12-36

APPENDIX 4

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—LOCALITY

	Date of Minute
Candidates residing at Cheltenham, Ont., to be listed to appt. as Postal Helpers at Toronto.....	30-11-26
Miss Marion V. Watt and Miss Vivian Beaton considered eligible for perm. appt. under Section 8 of the Regulations. (INT-NR-59 & ML & Y-160).....	27- 9-27
Miss M. L. Rice, who qualified while a resident of Saint John now residing at Marysville, N.B., considered eligible at Saint John, only after bona fide residents of Saint John. (M-5079).....	9-12-27
J. R. Egan, Halifax, N.S., eligible for assignment as Excise Tax Auditor at Saint John, N.B. (M-15476).....	9-12-29
Edgar G. Ball, not considered eligible for employment as Immigration Inspector at Windsor. (M-15584).....	20-12-29
Opinion of Justice to be asked regarding case of George Roy Bowman. (M-15872)	9- 1-30
Harold Ellinson, Port Haney, B.C., eligible for appointment as Clerk, Grade 2, Ottawa, Ont. (M-10564).....	14- 1-30
Candidates at examination to retain their eligibility for appointment at the place where they qualify, during the lifetime of the eligible lists on which their names appear. (SUB. 24).....	10- 6-30
Albert J. Shipman eligible for appointment as Customs Excise Examiner or Clerk at St. Thomas. (M-18412).....	30- 7-30
Eligible lists for Inspector of Construction established for one special contract. (PW-DCE-3351).....	30- 8-33
If provinces are divided into district for excise tax purposes, the eligible lists for Excise Tax Auditor for the provinces to be similarly divided. (24-1-HRM)..	4- 4-34
Legality of transferring of name from eligible list for one centre to another referred to Justice for ruling. (AGR-P-3006) (SUB. 24-(DUP. 3)).....	8- 6-37

APPENDIX 5

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS

	Date of Minute
Steps to be taken to prevent employees from various Departments from obtaining information from Commission's officers re eligible lists, etc.....	23- 6-24
Re Ex-Convicts.	11-11-24
Re re-employment of Pressfeeders. (under PP&S,-P&S-M-885).....	3- 2-26
Re case of Wm. Pressley (OS-10670).....	16-12-26
All ex-employees of the Printing Bureau to be admitted to any competition which may be advertised, subject to the usual restrictions re age and the usual tests re qualifications.	23-12-26
Mrs. A. Dumas not to be listed as Stenographer, Gr. 2, on same basis as other sessional stenographers. (36879G).	29-12-26
Georges Charron to be considered only for positions where a Frenchspeaking office Boy meets requirements. (OS-10974).	31-12-26
Re A. G. Sheward, Moose-Jaw, (OS-11396).....	24- 1-27
In the cancellation of eligible lists for Postal Helper, part time, Postal Helpers and ex-temporary employees who were dismissed at the time of the Strike, and who are recommended by the Department for further employment, to be allowed to retain their eligibility. (24-1-JLB).....	—
Lists 13318, 13751, 13224, 15378, 10537, 11430, 11193, 11649 to lapse, but persons not to lose their standing by virtue of lapsing of lists, if temporarily employed summer season 1926, and re-employment requested for 1927. (24-1-ACK).	10- 2-27
Miss Jeanette Ferrier to retain eligibility for Clk. Gr. 1 (F-CP-30).....	14- 2-27
Mrs. Alice May Creffield, Steno. Gr. 2, to be placed on the eligible list for either Victoria or Esquimalt. (1A-1A2-209T).	18- 2-27
Joseph Chenier not considered eligible for reassignment. (PW-CE2-63).....	1- 3-27
When a candidate is definitely reported against by oral examining officers as not qualified, name not to be placed on eligible list, etc., (SUB-24).....	4- 3-27
Assignments to be made to P.O. Dept. in order of merit from old lists which expired March 1st, 1927, until such time as new lists are completed, etc.....	7- 3-27
Name of H. B. Laing not to be placed on eligible list for Clerk, Gr. 2, until satisfactory report is received, etc., (OS-1543).....	7- 3-27
Eligible lists for operating positions on the canal staffs R & C to be limited to the number of positions vacant. (5-R & C).....	10- 9-27
Re. J. H. Hector, former Commissioned Officer, R.C.M.P. (OS-717).....	5- 4-27
House Stenographers to be assigned without test. (36879G).....	7- 4-27
Mr. Coylar Cleverton to be retained on eligible list for Packer and Helper, Watchman and Truckman and considered eligible for temporary employment in the meantime as Cleaner and Helper. (PW-Ar2-3041).....	11- 4-27
Re Section 40. Establishment of position beyond twelve months to be authorized by Council, etc., (10-1).....	26- 4-27
M. R. Smith, Vancouver, to be retained on eligible list as Customs Excise Examiner for a further period of six months. (OS-6993).....	30- 4-27
Re Persons under temporary employment summer season 1927 (24-1-ACK)....	10- 5-27
Ludlow B. Clark not eligible for re-employment on account of age. (OS-12171)..	23- 5-27
Mr. X to be advised that, if any further reports are received that his services are unsatisfactory, he will not be considered eligible for further employment in the Civil Service. (OS-12503).....	20- 6-27
Eligibles appearing on the Ottawa list for Postal Service who are residing in Hull and district to be transferred to a special list for Appointment to the Hull Post-Office. (37804G).	21- 6-27
W. E. Flowers not regarded as eligible for further employment as Forest Ranger and other related positions. (OS-11928).....	24- 6-27
Junior Radiotelegraph Operators who obtain a minimum of 63.04 per cent declared eligible for permanent appointment notwithstanding the fact that their final rating may be lower than 70 per cent. (24-MA).....	8- 7-27
S. J. Hingston not considered eligible for re-employment in any position in connection with the keeping of stores. (OS-12601).....	19- 7-27
Allotment to positions of Clerk, Grade 2, in the Dept. of Finance at Toronto to be made in the order established by its officers, after the examination of the eligibles on the list. (F-ARG-7).....	18- 7-27

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Mr. X to be required to satisfy the C.S.C. re his honesty should he apply for re-employment. (OS-11790)	8- 7-27
Further information to be obtained from Post Office re Suitability of Arthur Laflamme, St. Hyacinthe, P.Q. (37680G)	2- 8-27
R. S. Scott, Toronto, to be passed over on list for Postal Helper until he re-applies and furnishes satisfactory information re physical fitness. (OS-12669)	5- 8-27
C. H. Alexander not eligible for permanent appointment as Junior Radiotelegraph Operator until he has three years residence in Canada, etc. (24-MA)	5- 8-27
F. G. Johnston, Toronto, to be passed over on Postal Helper List (PO-C49-3198) .	26- 8-27
Fred J. Parrett to be passed over on Postal Helper list at Winnipeg. (PO-C54-370)	27- 8-27
Re Henry MacKenzie, West River Station, N.S. (M-4328)	1- 9-27
W. C. Bunt, Vancouver, on lay-off list for Clerk, Gr. 3 to be placed on eligible list for Postal Helper under Section 33 of Regulations (OS-1332)	10- 9-27
System approved for entry to Radio Service. (5-MA-RT)	29- 9-27
W. E. Marshall eligible for employment in S.C. (OS-12941)	11-10-27
E. J. Lawrence to be passed over on Postal Helper list, Edmonton, until vacancy occurs where Letter Carrier duties are not involved	14-10-27
John Angus Weir eligible for permanent appointment as Postal Helper notwithstanding list has lapsed	26-10-27
Re Expiration or extension of certain eligible lists for seasonal employment. (24-1-JGR)	24-11-27
A. Belisle considered eligible for future employment	1-12-27
Candidates whose names appear on a lapsed list, who are recommended for permanent employment, to be considered eligible for such permanent appointment notwithstanding the fact that those above them on list have not been assigned in a permanent capacity. (AGR-LS-410)	15-12-27
Persons who have been selected through competition and who are employed seasonally considered eligible for seasonal re-employment, even though the eligible lists on which their names appeared have lapsed. (5-1)	16- 3-28
Simon McGarry eligible for appointment as Elevator Operator as a result of passing preliminary examination November, 1907. (PW-CA3-541)	20- 1-28
T. H. O'Rourke, Toronto, eligible for perm. appt. as Postal Helper. (M-2583) . . .	31- 1-28
Post Office Department to be asked whether they will give Leonard Sherman another trial for Postal Helper at Prince Rupert. (37822G)	9- 2-28
Miss X, Stenographer, Gr. 1, who has been rejected by three Depts. to re-establish her eligibility. (OS-13803)	3- 2-28
Alvin E. Scotts considered eligible for permanent appointment as Confidential Messenger, RCMP, on strength of examination for Clerk, Gr. 2, (RCMP)-A-3000)	3- 2-28
Lists established as Supplementary to be cancelled at the same time as original list. (24-1-MGG)	1- 3-28
Agriculture to be required to give an explanation of the reason for Dr. Boyes dismissal to decide whether he will be eligible for Employment in other Departments. (OS-7254)	2- 3-28
On account of shortage of Stenographers, grade 2, for short periods of employment, eligibles on permanent list for stenographer, grade 1, who are not employed to be circularized and asked to come for a temporary test for the grade 2 class . .	5- 3-28
R. W. Orr to be passed over on eligible list for Postal Helper, Hamilton. (5-PO-C16)	15- 3-28
F. A. LaMadeleine to be retained on eligible list but warned. (OS-14667)	23- 3-28
Mrs. C. Childerhose considered eligible for re-employment as Conductress notwithstanding list has lapsed	23- 3-28
Should any person refuse temporary employment after listed for Conductress, to be struck off the eligible list. (page 3)	27- 3-28
Mr. D. J. O'Connor eligible for employment only at place where he qualified. (Os 14025)	10- 4-28
O. A. Dodson not eligible for positions calling for guard duty. (OS-15056)	16- 4-28
Re Andre Chas. Landry. (AGR-D-56)	16- 4-28
Rodolphe Larose declared eligible for permanent appointment to class Clerk, Grade 2, or equivalent. (SC-A-14)	19- 4-28
Clerks, Grade 2, who were assigned from the list established in October, 1927, for the Auditors' Office eligible for permanent appointment in their present positions. (SUB. 24)	4- 5-28
Mr. J. M. Veale to be passed over on E.L. for Postal Helper at Kingston in view of disability. (M-6739)	16- 5-28

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Miss H. C. Mattman considered eligible for further employment as Stenographer, Gr. 2, etc. (OS-15450).....	25- 6-28
J. Whattall Rodd considered eligible for employment as Jr. Fruit and Vegetable Inspector. (OS-14004).....	25- 6-28
Draft letter to Deputy Postmaster General regarding Postmaster, Montreal, approved.....	9- 7-28
Mr. Jules H. Rousseau to be passed over on the eligible list for Postal Helper at Quebec, etc. (5-PO-C36).....	2- 8-28
House of Commons stenographers to be listed for temporary employment as stenographer, grade 2, according to qualifications and not age. (36879G).....	8- 8-28
Mrs. Mary G. Evans, Ottawa, eligible for temporary employment as stenographer, grade 2, during Parliamentary recess. (M-3853).....	8- 8-28
Mr. James O'Shea, who was temporarily assigned as Clerk, Grade 2, from Postal Helper list, to be permanently appointed as a Postal Helper, etc. (PO-C30-359).....	15- 8-28
Miss B. D. Wooding, who has been rejected by two Departments, as Steno., Gr. 2, to be considered eligible for employment as Steno., Gr. 1, etc. (OS-3747).....	13- 9-28
J. M. Grant, to be passed over on E.L. for Postal Helper, Winnipeg. (5-PO-C54).....	13- 9-28
Eligibility of W. F. Luckin for further employment in Service to be determined by the class of position. (OS-15993).....	-15 9-28
Eligibility of a candidate whose name has been transferred from one centre to another should cease when the list on which his name originally appeared lapses or when the list for the new centre expires if earlier than that for former centre. (24-1-HRM).....	15- 9-28
Mr. B. Lownsbrough's eligibility for further employment to be determined should he ever apply for employment. (OS-16030).....	22- 9-28
Cornelius N. Manning, North Battleford, Sask., considered eligible for temporary employment, etc. (OS-11536).....	28- 9-28
Dept. to be asked to submit the evidence it has on file regarding Mr. H. A. Hamelin, ex-telegraph Agent Operator, Slave Lake, Alta., and if satisfactory, to be allowed to compete again. (OS-15880).....	27- 9-28
No assignments to be made to a class for which no eligibles are available except on special instructions from Commissioners, etc. (PO-ES-86).....	4-10-28
The names of Messrs. G. H. Hall, W. Jenns and S. H. Preston to be passed over on E.L. for Postal Helper, Toronto, to permit of temporary employment of Leo. Flaherty, etc. (PO-C49-3400).....	24-10-28
Eligible lists for seasonal positions in Dept. of T. & C. to be submitted to Examiner for recommendation as to extension or cancellation. (SUB. 24).....	31-10-28
Eligibles qualified for full time employment as Postal Helpers and within age limits established by P. O. Dept. to receive preference in appointment to part time positions, etc. (24-PO).....	31-10-28
<i>Re</i> request of Major C. G. Powers, M.P. It was decided that eligible lists may be furnished M.P.'s on application as originally published in Canada Gazette, but to be referred to Dept. when list shows those at present available.....	15-11-28
<i>Re</i> : Inquiry of Assign. Br. as to whether candidates listed for perm. appt. under Section 8 should be appointed ahead of qualified candidates from a subsequent exam. Decided that appts. should be made from E.L. in order of establishment. (SUB. 6).....	15-11-28
Seasonal lists for Fire Rangers, Forest Assts., etc., to be submitted to Examiner for recommendation as to cancellation or extension. (SUB. 24).....	17-11-28
Messrs. J. Ritchot, Peacock, Erlendson and Brown to be passed over on E.L. for Postal Helper, Winnipeg, in order to permit of other permanent appointments. (5-PO-C54).....	11-12-28
John Melville Veale to be passed over on E.L. for Postal Helper Kingston. (PO-C17-7).....	14-12-28
Mr. L. R. McKenna, O.A.S., eligible for appt. to Postal Helper positions. (OS-5633).....	18-12-28
Name of Miss M. A. Desjardins passed over on E.L. for O.A.O. Gr. 2. (PO-F-1126 and 1064).....	26-12-28
After a statement has been obtained from a Dept. as to the cause for an employee's dismissal, the Commission to decide as to the eligibility of the dismissed employee for re-employment in the Service. (OS-20400).....	27-12-28
Miss Yetta Gilbert, whose name was transferred from Steno., Gr. 2, list at Fort William to Toronto, cannot now be considered for employment in Toronto, etc. (M-4356).....	4- 1-29
H. C. Phillips passed over on E.L. for Postal Helper, Winnipeg, for the time being. (5-PO-C54).....	4- 1-29
A. C. Fairman passed over on E.L. for Postal Helper, Calgary. (PO-C6-179)....	5- 1-29

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Miss E. D. Payne, Fredericton, N.B., a successful candidate in exam. for Steno., Gr. 1, coloured, to be advised that there is no colour line in Dominion Government, etc. (M-9627)	8- 1-29
A note to be added to temporary and permanent eligible lists established as result of competitions or tests, to which an age limit has been applied; successful candidates (civilian) are not to be offered employment of any kind until such time as they produce satisfactory proof of age. (SUB. 24)	8- 1-29
Standing of J. C. Cowan on E.L. for Caretaker, Gr. 2, Victoria, changed from 3rd to 1A. (ND-CE-382)	1- 2-29
A. P. Trecarten, who qualified as Customs Ex. Clerk or Examiner, St. John, N.B., regarded as eligible for re-employment at St. John, although he moved to Lord's Cove, N.B., recently. (OS-12312)	1- 2-29
Mr. T. T. Brockbank not to be offered employment until he files his birth certificate in this office. (M-8456)	6 -2-29
If Miss B. H. Foster could legally be placed on an E.L. for perm. appt it should be done. The Secretary to report on the matter. (PW-A-3023)	7 -2-29
Miss E. M. Goddard, Tod Inlet Post Office, B.C., not to be offered employment until she has furnished her birth certificate. (M-8482)	7 -2-29
Procedure to secure proof of age as outlined in Examination Br. Memo. dated Feb. 2, 1929, before establishing eligibility for either temp. or perm. appt. to clerical positions was approved. (SUB. 24)	12 -2-29
L. P. Root, Emerson, Man., not considered eligible for temp. or perm. appt. (C-2F-3002)	14 -2-29
J. E. Donovan, retained on E.L. for Stationary Eng. (Heat) Gr. 2, (OS-20502)	26 -2-29
R. Adams eligible for perm. appt. as Postal Helper, Hamilton. (PO-C16-3007)	5 -3-29
D. Taylor certified for employment as Customs Excise Clerk when his name is reached on E.L., etc., (M-8273)	5 -3-29
Messrs. A. H. Watson and E. N. Winder to be assigned from the E.L. for Postal Helper to position of Watchman, Toronto Post Office. (See minutes of Feb. 19, 1929) (5-PO-C49-VOL. 2)	5 -3-29
Robert I. Brown, who qualified as Postal Helper and was temporarily assigned as Clerk, Gr. 2, Stratford P.O. accepted for temporary employment only, in lieu of local selection. (PO-C45½-3000)	6 -3-29
P. Marcotte passed over on E.L. for Articled Pupil. (36915-28G)	21 -3-29
Mr. M. R. J. Jarrett, Sandwich, Ont., entitled to next temporary position of Excise Customs Clerk or Examiner. (C-55E-3050)	9 -4-29
A. R. Stoltz passed over on E.L. for Jr. Swine Grader. (AGR-LS-348)	13 -4-29
Appts. to fill requisitions for Clerk, Gr. 1 to be made from the present E.L. for Clerk, Gr. 2, pending completion of competition now advertised	30 -4-29
E. S. Mahon to be given proper place on E.L. for Insect Pest Investigator. (Male). (36849-29G)	7 -5-29
W. C. Spurr eligible for perm. appt. as Jr. Fruit and Veg. Inspector, at Melvern Square, N.S. (AGR-F-64)	8 -5-29
Name of D. F. Douglas allowed to stand on E.L. for Customs Excise Clerk and Examiner, but— etc. (M-9292)	10 -5-29
A. E. Davey, who was granted leave without pay from Jan. 1st to Dec. 31st, 1929, eligible for perm. appt. as Seed & Feed Insp. notwithstanding the fact that the E.L. lapsed on Feb. 28, 1929. (OS-12170)	21 -5-29
T. J. Ryan retained on E.L. for Postal Helper, Waterloo, and request for transfer to another E.L. to be dealt with in accordance with usual practice (PO-C56-3000)	21 -5-29
J. C. Campbell passed over on E.L. for Office Boy but retained on list for further consideration. (M-12136)	1 -6-29
E.L. 13760 to read for perm. instead of temp. appt. (AGR-F-64)	4 -6-29
Dr. G. A. Cowie, who established his eligibility for appt. as Medical Officer, Gr. 1, at Aklavik, not to be considered for employment in the Northwest Territories Branch. (M-9971)	25 -6-29
J. B. Blanchet, who was placed in error on E.L. for Customs Excise Clerk & Examiner at Quebec instead of J. F. Blanchet, to be retained until the expiration of his certificate and the successful candidate, J. F. Blanchet to be placed immediately on the E.L. and assigned the first vacancy. (C-13D-137G)	25 -6-29
Maxime Pellerin, unsuccessful in written exam. declared eligible for perm. appt. as Cleaner and Helper, Three Rivers, P.Q. (PW-CA3-368)	29 -7-29
As there are no eligibles for O.A.O. Gr. 2 (Mimeograph) an assignment to be made, if possible, from eligible list for Clerk, Gr. 2. (AGR-F-18T)	26 -7-29

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Miss V. J. Driscoll to be required to re-establish her eligibility if desirous of further employment. (OS-21649).	30 -7-29
J. Filiatreault to have his eligibility for the position of Head Poultry man, Kapuskasing, Ont., cancelled. (AGR-12EF-8).....	13 -8-29
Persons whose names appear on E.L. 17691A and B as Conductresses in the Immig. Dept. who have been employed in a temp. capacity by Dept. to retain their eligibility for temp. or perm. appt. etc. (24-1-ACK).....	6 -9-29
A. Marringer to be advised that unless he is willing and able to perform duties assigned him, he cannot be considered for further employment as Hospital Orderly, Gr. 1. (OS-22006).....	11 -9-29
Name of William Wheeler, Toronto, successful candidate at exam. for clerks, Gr. 2, to be placed on the list. (M-6799).....	9 -10-29
C. G. Creasy, successful candidate in prom. comp. for Immig. Insp. Windsor, to be placed on E.L. for same class established June 22nd, 1929, by open competition. (PO-C53-86).	11-10-29
If there are not sufficient Typists, Gr. 1, to meet the Dept's demands for the Christmas rush period, assignments to be made from the Clerk, Gr. 1 list of Clerks who have a knowledge of Typewriting, etc., Re-appt. of nine former employees. (5-PO-FX).	21-11-29
Edward Inall eligible for appt. to position of Watchman. Winnipeg.(OS-16206)..	22-11-29
Miss M. Girard, who qualified as Jr. Seed Analyst & Clerk, Gr. 2, now seasonally employed as Jr. Seed Analyst, eligible for temp. appt. as Clerk, Gr. 2, while not employed on seasonal work. (AGR-S-107, Sub. 5).....	26-11-29
W. F. Patterson eligible for appt. as Clerk Gr. 2. (PO-F-3194).....	7-12-29
Messrs. A. G. Payne, W. Granville and M. W. Deacon to be passed over on E.L. for Immigration Inspector. (5-L&C-VOL. 2).....	4-12-29
Eligible list for Bindery Girl to remain in force until year has expired. (P&S-P-3007).	19-12-29
R. D. Ennis eligible for re-employment in Toronto P.O. (OS-2584).....	20-12-29
Eligible lists for Grain Inspector and Deputy Grain Inspector not to be extended beyond a period of two years. (38380G-(VOL. 3)).....	8 -1-30
Department of Trade and Commerce to be notified that the Commissioners have no power to cancel E.L. for Jr. Trade Commissioner or any E.L. until the expiration of the life thereof. (T & C-C1-53G-(VOL. 7)).....	14- 1-30
Individual eligible lists in the Dept. of P.P. & S. classified as Office Appliance Operator, Gr. 1, to be combined and listed as Office Appliance Operator, Gr. 2. (P & S-D-23).....	16- 1-30
Recommendation of the Examination Branch that E.L. 16208 be changed from temporary to permanent employment disallowed.....	3- 2-30
R. J. Armstrong, who is unable to prove citizenship, to be given benefit of doubt and his name placed on E.L. for consideration in connection with next vacancy of Caretaker, Wainwright, Alta. (M-14138).....	27- 2-30
L. C. Lawledge retained on E.L. for Map Draftsman. (OS-23757).....	18- 3-30
J. Riddle retained on E.L. for Hospital Orderly. (M-17206).....	18- 3-30
J. M. Brown retained on E.L. for Customs Excise Examiner. (OS-23684).....	28- 3-30
L. C. Lawledge eligible for employment as Draftsman. (ND-CGS-3010).....	9- 4-30
F. A. Needley to pass medical exam. and, if unsuitable, his name to be removed from E.L. for Postal Helper. (M-17431).....	11- 4-30
W. Robson eligible for perm. appt. as Customs Guard. (C-8K-45).....	12- 4-30
L. M. Christmas to be placed on supplementary list for Student Assistant. (M-17457).....	15- 4-30
J. C. Jackson to retain eligibility for Postal Helper. (P.T.) (5-PO-C39).....	15- 4-30
T. Curtiss for Inspector of Stores, Gr. 1 (Aircraft Engines) or Inspector of Stores, Gr. 1 (Aircraft). (38726G).....	25- 4-30
A. W. Stevens to be included on E.L. for Caretaker, Gr. 2. (ND-CE-32).....	1- 5-30
The re-assignment or transfer of surplus employees of the Natural Resources to be effected by the following procedure, etc. (57-INT-NR).....	2- 5-30
No promotions or permanent appointments to be made. (38-INT).....	6- 5-30
J. B. Shiles eligible for appt. as Map Draftsman. (OS-21538).....	7- 5-30
Alan Tomlinson passed over on E.L. for Insect Pest Investigator and his eligibility to lapse when the list lapses May 7th, 1930. (M-12843).....	9- 5-30
Miss A. Groulx, O.A.O. Gr. 2 (Powers Punching Machine), not to be re-assigned until she proves by medical evidence that she is physically fit. (OS-22690)....	9- 5-30
Mrs. Antonio Dumas eligible for appointment as Steno. Gr. 2. (Bilingual) (39205G-(VOL. 2)).....	22- 5-30
Miss Charland eligible for appt. as Steno. Gr. 2. (Bilingual) (39205G-(VOL. 2))..	22- 5-30
J. H. Thomas eligible for employment as Prison Guard. (J.P.-3555).....	31- 5-30

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Mr. T. Bray passed over on E.L. for Elevator Operator and the appt. of the next man to be proceeded with. (PW-AR2-734).....	31- 5-30
Messrs. B. J. McDermott, R. O. Wilmott and H. M. Paquegnat passed over on E.L. for Postal Helper and those lower on list to be appointed. (5-PO-C49-(VOL. 2)).....	17- 6-30
Messrs. J. Hayden and S. Evans passed over on E.L. for Postal Helper and appt. of lower ones on list to be proceeded with. (5-PO-C6).....	17- 6-30
Walter Agassiz retained on E.L. for Engineer, Mines Branch, Gr. 1. (M-13104) ..	3- 7-30
An investigation to be made into the character and habits of Mr. H. V. Casey before being assigned. (M-19384).....	22- 7-30
V. J. Scott to be retained on E.L. for Hospital Orderly, Gr. 1, but to be warned that failure to report, etc. (OS-24748).....	2- 9-30
List for Jr. Radiotelegraph Operators not to be submitted to Commissioners for extension, etc.....	22- 9-30
J. H. Marien retained on E.L. for Letter Carriers, Joliette, P.Q., and given an opportunity to show his fitness for the position, etc. (39410G).....	7-10-30
Percy Munn retained on E.L. for Letter Carrier, Port Arthur, and appt. subject to physical fitness. (39349G).....	22-10-30
Reason for dismissal of T. H. Folkard, Cleaner & Helper (P.T) to be asked in order to determine whether his name should be retained on E.L. for Elevator Operator. (OS-9971).....	25-10-30
Name of Miss D. Charette struck off E.L. for Steno., Gr. 2, (French) should she refuse to accept next appt. offered her. (PO-SEC-316).....	28-10-30
V. A. G. Davies, Montreal, not to be employed as Cleaner and Helper unless physically fit. (PW-CA3-487).....	18-11-30
Notation on E.L. for Postal Helper to be made that Mr. R. C. Duprau is bilingual. (PO-C30-3015).....	21-11-30
Eligibles on list to be given preference and OAS men to be given preference when making local selection upon the exhaustion of the eligible list. (5PO-X30) Christmas rush.....	21-11-30
E.L. for Inspector of Weights & Measures to lapse. Entry of 22-10-30 authorizing its extension for one year, cancelled. (24-1-ACK).....	7-11-30
Assignments of part time employees to the P.O. Dept. to be made from eligible lists established for the kind of work required, e.g., Letter Carriers' list for part time Letter Carriers, etc. (24-PO).....	14-11-30
Re T. E. Chopowick for position of Clerk, Gr. 1, Mr. Chopowick not to be assigned until information is obtained regarding his father, to either the Dept. of Labour or Immigration. (M-16661).....	25-11-30
Miss T. L. Chamberlain, a qualified Steno. Gr. 2, Vancouver, B.C., regarded as having waived her rights for such period as she may specify. (M-13516) ..	29-11-30
Employment of Postal Helpers under Thirty Day Clause while an eligible list is still in existence. (5-13-PO-(VOL. 2)).....	13-12-30
E. M. Dixon passed over on E.L. for Jr. Seed Analyst. (AGR-S-383).....	11-12-30
Messrs. R. E. McCullum and E. J. Casey not eligible for re-employment as Customs Excise Examiners, St. John, N.B., the E.L. on which their names appeared having lapsed. (OS-23919).....	11-12-30
Sydney Bamford, Victoria, retained on E.L. for Caretaker, etc. (M-21772)....	20-12-30
G. Desroches considered for positions of Clerk, Gr. 1, where French only is required. (OS-25824).....	2- 1-31
M. L. Teeter, Winnipeg, eligible for employment as Steno. Gr. — when this list is exhausted. (ND-MD10-3002).....	13- 1-31
Mr. X, rejected as Insp. of Weights & Measures on account of offering a bribe, etc. (39489G).....	14- 1-31
J. F. Rowan retained on E.L. for Clerk, Gr. 1 (OS-26499).....	28- 1-31
J. A. Tasse to furnish statement regarding physical condition. (OS-20395).....	5- 2-31
D. Hawley not to be blacklisted for mis-stating his age but to be allowed to apply and be listed as eligible for appt. etc. (J.P. 2045).....	11- 2-31
L. Miousse retained on E.L. for Clerk, Gr. 2 (OS-26723).....	13- 2-31
Disposition of surplus employees of Interior Dept. (57-INT-NR-(DUP)).....	16 -2-31
Rowland D. Nield to be appointed as Clerk, Gr. 3, and to have his eligibility as Prison Guard continued, etc. (J-P-1003).....	16- 2-31
J. H. Jones, OAS, Stationary Engineer (Heat) Gr. 1, eligible for employment. (PW-CA2-3046).	16- 2-31
DeWitt Foster, Kentville, to be furnished with copies of eligible lists for Jr. Fruit & Veg. Insp. (24-AGR).....	2- 3-31
Names of persons on eligible lists for Postal Helper, Letter Carrier, etc., to be removed in cases where they refuse employment with a view to obtaining something more suitable. (24-PO).....	3- 3-31

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
H. L. Mitchell to remain on E.L. for Customs Excise Examiner, Sarnia, Ont. (C-42-E-3017G).	27- 2-31
Names of persons, who refuse work with a view to obtaining something better, to be removed from the eligible list. (24-PO)	3- 3-31
A. T. Potter to be informed of the reason for his rejection from position of Hospital Orderly at Halifax. (M-23140)	7- 3-31
H. B. Hemphill to qualify again for Jr. Fruit & Veg. Insp. the list on which his name appeared having lapsed. (AGR-F-3283)	9- 3-31
Robert Sutcliffe to be retained on E.L. for Caretaker. (M-23350)	9- 3-31
Dept. of Justice to be asked whether an eligible list which has been extended for a further period can be cancelled before the expiration of that period. (5-1&C- (VOL. 2))	12- 3-31
Eligible lists may be cancelled during the extension period. (5-1&C- (VOL. 2))	20- 3-31
All recommendations for extension or cancellation of eligible lists to include the number of names still remaining on each list. (24-1)	24- 3-31
Post Office Department to be advised that there are eligible lists in existence from which appointments can be made and that, whatever may be the result of the legal proceedings in connection with the recent Postal Examinations at Montreal, the validity of the eligibility of all but possibly a very small percentage of those on the lists cannot be questioned, the Post Office Department having requested that the Postmaster General should be allowed to make temp. appts. as required. (5-PO-C24- (DUP.))	24- 3-31
Re Miss Gertrude Robinson, who misrepresented her age at examination for Steno. Gr. 2. Her name to be placed in order of merit below fully qualified candidates. (M-23078)	30- 3-31
Miss X, to be advised that she is again rejected her name will be removed from the eligible list. (OS-27511)	4- 4-31
Blacklisting of J. H. Gimby lifted.	14- 4-31
Mr. J. T. Scaife, O.A.S., to be retained on the eligible list for Hospital Orderly, gr. 1, Calgary, Alta. (PH-PCa-3002)	8- 4-31
Miss A. M. Slinn, a lay-off from Dept. of the Interior, to be placed on Steno. Gr. 2 list as well as Grade 2 Clerk, etc. (INT-AC-43)	20- 4-31
George Willington Morrison not to be blacklisted for all positions and considered eligible for employment as Caretaker.	22- 4-31
Mr. A. H. Skidmore to be advised that until he can furnish medical certificate regarding his fitness for the position for which he is applying, his application cannot be accepted. (M-18882)	1- 5-31
Where a subsequent list is established, all previous lists shall be cancelled; where no subsequent list has been established, the original lists are to be continued. (24-1-JLB)	5- 5-31
If an eligible list is recommended for extension or concellation, it should apply to all centres concerned. (24-1-RMW)	6- 5-31
Eligible lists No. 18528 for Postal Helper, Collingwood, and No. 19046 for Postal Helper, Lindsay, extended for six months. (24-1-JLB)	8- 5-31
Eligible list 30433, Postal Clerk, established at Kitchener, (39478G)	8- 5-31
Dept. of T&C to be furnished with eligible lists of stenographers, clerks, etc., for the Board of Grain Commissioners. (24-T&C)	29- 5-31
A full time Postal Helper, if reduced to part time work, to retain his eligibility for appt. as full time Postal Helper even if the eligible list on which his name appears has lapsed, so long as his employment is continuous. (5-1-PO)	10- 6-31
Miss E. Ally not considered eligible for further employment as Stenographer, Gr. 2, at Ottawa, but her name to be restored to the eligible list for employment at Quebec. (OS-28426)	12- 6-31
In future, eligible lists to be cancelled only when new lists have been established to replace them. To apply to all branches of Service. (24-1-JLB)	16- 6-31
Miss L. M. French, who qualified for appt. as Steno. Gr. 2 Winnipeg, and who is moving to Victoria, not regarded as eligible for employment at Victoria until she has competed in competition at that centre. (M-18160)	19- 6-31
Permanent Stenographers, Grade 1, whose names reached for Temp. appt. as Steno. Gr. 2, in Dept. of Interior, and who were advised to accept any such call, not regarded as eligible to be placed on lay-off list for Gr. 1, but to be given their regular standing on eligible list for Gr. 2. (PW-A-3057) (57-INT-NR)	22- 6-31
J. E. Paquet, permanent Postal Helper, not eligible for part time employment while he is permanently employed nor after he resigns, without passing another examination. (PO-C24-1546)	6- 7-31

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Eligible lists to be reported to Commissioners, for continuation or cancellation when about to expire and, if lists are to be cancelled, examination to be immediately arranged and cancellation to take effect after new list established. (24-1).....	9- 7-31
Henry Bishop eligible for next vacancy of Elevator Operator, Edmonton. (PW-CA3-1165).....	22- 7-31
Benjamin Petergorsky temp. lay-off from Int. Dept. Not to be replaced on eligible list as the name on which his name appeared has lapsed. (OS-22962).	30- 7-31
Persons who accept part time employment will not become entitled to full time employment except as they qualify for it and as their names are reached on the current eligible list. (24-PO).....	31- 7-31
Eligible list to be established showing names of sessional staff of the House of Commons and Senate. (36879G-VOL. 2).....	4- 8-31
J. A. Sinclair not to be considered eligible for appt. as Jr. Fruit and Veg. Inspector, unless recommended by Dept. (AGR-F-3119).....	12- 8-31
A. H. Smith's name retained on eligible list for Clerk Gr. 1, and Mr. Smith to be medically examined six months hence. (M-21217).....	20- 8-31
The Examiners to carefully scrutinize the lists and report cases where names appear on eligible lists to the Commissioners before the lists are allowed to lapse. (OS-20758).....	20- 8-31
G. H. Morin, Cumberland, to be asked for explanation as to why he did not report for duty when instructed to do so before his name is restored to eligible list for Clerk, Gr. 2. (M-24993).....	20- 8-31
Employment of non-O.A.S. Postal Helpers in full time positions. (24-PO).....	24- 8-31
Employment of persons from eligible lists for temporary work must be made in order of merit and the persons so appointed to be informed that the Commission or the Dept. is not obliged to retain them. (24-PO).....	24- 8-31
Miss J. F. Cleland, Clerk, Gr. 2, who was released in order that an Interior employee might be placed and lost her eligibility for re-assignment because the list has lapsed. (PW-A-3045).....	24- 8-31
G. C. Briggs to be retained on eligible list for Hospital Orderly, Gr. 1, pending another medical examination. (M-25223).....	26- 8-31
R. W. Shaw passed over on E. L. for Postal Helper, Vancouver. (5-PO-C51-Vol. 2)	11- 9-31
F. Jordan, Victoria, placed in position of Postal Helper at earliest moment and no further extensions for Messrs. Stacey and Kinnaird to be granted until Jordan is placed. (M-25923).....	11- 9-31
In connection with the abolition of the Postal Helper class, candidates at competition for Postal Clerk, Windsor, to be listed in order of merit and assigned as vacancies occur on the permanent Postal Clerk staff and Postal Helper vacancies, etc., as follows: M. V. McKissack, W. Downward, D. Norman, R. A. Perkins, R. H. Masse and W. G. Bennett. (5-PO-C53).....	11- 9-31
Request of Dept. of P. & N. H. that Miss Dorothy Rule be placed on the eligible list for Graduate Nurse at Calgary, her name having been on a previous list, disallowed. (PH-PCa-142).....	14- 9-31
A candidate who retains his eligibility for employment in any class by reason of employment each season, notwithstanding the lapse of the eligible list on which his name appears, to retain also his eligibility for appt. to a lower class under Section 33 of the C.S. Regulations. (C-14K-49).....	16- 9-31
Mr. W. Wilkins to be passed over on E.L. for Postal Helper, Toronto. (5-PO-C49-VOL. 2).....	18- 9-31
C. Edwards, R. F. Nicholson, L. Trainor, J. Coyle, H. Bagnall, H. Bonnell and C. C. Ince, not to be blacklisted as they have not been dismissed by O. in C. and the E.L. on which their names appeared has lapsed. (AGR-F-3079)	19- 9-31
The practice of establishing eligible lists for the classes Grain Trackman and Grain Sampler to be discontinued and the Dept. of T. & C. to revert to the system of local selection. (5-T&C-GC-VOL. 3).....	22- 9-31
Procedure with regard to part time Postal employees who qualified for full time employment approved. (24-PO).....	1-10-31
S. M. Davies, Montreal, considered eligible for employment as Postal Clerk provided he is physically fit. (OS-25945).....	2-10-31
No further action to be taken regarding the restoration of eligibility of temporary employees who lost their place on the eligible list through being replaced by Interior employees. (PW-A-3045).....	5-10-31
L. A. Veats to retain his eligibility for appt. as Clerk, Gr. 2. (OS-29334).....	9-10-31

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
J. P. Allard to be passed over on E.L. for Postal Helper, Montreal, and R. Hebert to be permanently appointed as Postal Helper, Montreal, effective 10-7-31, notwithstanding the lapsing of the list. (5-PO-C24-VOL. 2).....	9-10-31
Robert Lachance to be advised that unless he accepts full time employment as Postal Helper his eligibility will be cancelled and that as Postal Helper list on which his name appears has lapsed he cannot be regarded as eligible for part time work. (5-PO-C24-VOL. 2).....	9-10-31
An investigation to be made into the control of eligible lists by the Assignment Branch. (SUB. 24-DUP. 4)	13-10-31
Miss M. F. Fleming to be advised that she cannot be considered qualified for appointment as Graduate Nurse at Winnipeg unless she becomes a registered nurse. (M-1722)	14-10-31
The following Depts. to be furnished with copies of eligible lists for positions in their Depts. when established. T. & C. (& Grain Comm.) 1 & C., National Health Branch, P. & N. H., Pen. Branch, Justice. (SUB. 24).....	16-10-31
Pierre Chauveau eligible for full time employment as Postal Helper, Montreal. (PO-C24-3243)	16-10-31
D. C. Estabrooks not considered eligible for re-employment as Junior Fruit and Vegetable Inspector. (AGR-F-3288)	20-10-31
Cases of L. J. B. Farley, L. Viens and J. S. R. Tartre to be given further consideration should they apply for re-employment in the Civil Service. (OS-30261, 30262 and 22920)	21-10-31
G. C. Pearce to be retained on eligible list for Hospital Orderly, Gr. 1, Vancouver. (PH-PVa-3025)	27-10-31
W. A. Grainger to be retained on E.L. for Letter Carrier, Chatham, and in the event of his name being reached, etc. (M-20596).....	27-10-31
J. T. Taylor to be retained on eligible list for Customs Excise Examiner, North Portal, Sask., the matter of his eligibility to be left in abeyance until appointment is requested by Dept. (MLSC).....	27-10-31
W. H. McGorman to be passed over on E.L. for Cleaner and Helper, Montreal, until available for appointment. (M-26082).....	26-10-31
J. L. Avard to be included in eligible list for Letter Carrier, Ottawa. (M-25099)..	26-10-31
Miss E. Holmes not to be restored to E.L. for Stenographer, Grade 2, Calgary. (M-9786)	30-10-31
Name of Adrien Prevost to be removed from blacklist in view of Sergeant Syms' report. (J-P-3160)	6-11-31
In view of the number of disability cases on eligible list for Cleaner and Helper, Montreal, OAS candidates without disability not to be added to the list. (39543G-(VOL. 2)).....	6-11-31
Christmas rush; manner of selection after eligible lists are exhausted. (5-PO-X31)	10-11-31
A. J. Spenard to be passed over on E.L. for Cleaner and Helper (P.T.) Ottawa, for time being. (M-26850).....	12-11-31
J. E. Savard to be retained on eligible list for Office Boy but warned. (Interior lay-off).....	13-11-31
W. E. Ward, Welland, assigned from Letter Carrier list as Clerk, Gr. 2, in absence of eligibles, regarded as eligible for perm. appt. as Clerk, Gr. 2. (PO-C58-7)..	13-11-31
W. V. Whatton, to be retained on E.L. for Clerk, Gr. 1, but facts of his case to be made known to Dept. (M-25942).....	16-11-31
For time being names on E.L. for Cleaner & Helper (P.T.) to be passed over if reported by P.W.D. as having other employment, etc. (24-PW).....	18-11-31
Position (No. PO-C75-3000) Postal-Helper, Chicoutimi, considered a seasonal position and J. P. E. Savard to preserve his eligibility for future employment in this position and for full time employment notwithstanding list on which his name appeared has lapsed. (OS-22974).....	24-11-31
Post Office Dept. to be advised positions for Christmas Rush period are not Labourers but Letter Carriers, Mail Porters and Postal Clerks and order and manner of employment to be set forth in C.S.C. letter of November 12th. (5-PO-X31).....	3-12-31
S. Booth, Vancouver, whose name was removed from E.L. for Excise Tax Auditor, B.C., to be entered on present eligible list in the order of his rating at the previous examination. (M-16995).....	3-12-31
All eligible lists specified in E.B. memo of Nov. 5, 1931, to be continued for a short period, pending receipt of an expression from the P.O. as to whether or not these lists should be continued or allowed to lapse. (24-1-JLB).....	5-12-31
W. C. MacMillan retained on E.L. for Cleaner and Helper, etc. (M-26922).....	14-12-31
Eligible lists 19802 and 19806 extended for another year. (24-1-SGN).....	16-12-31

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*Date of
Minute

No further assignments to be made from eligible lists 30064, 30079, 30079A, which were allowed to lapse, etc. (24-1-JWB).....	18-12-31
All eligible lists for P.O. Dept. outstanding for two years cancelled. The question of extending the remainder of the lists to be taken up at a later meeting. (24-1-JLB).....	22-12-31
Names of candidates who fail to complete evidence suspended from E.L. (M26645-and-M-26647).....	24-12-31
Candidates of the Montreal Post Office who tried 1930 examinations who have been assigned in order of merit and whose names still appear on the revised eligible lists to remain undisturbed. (57-2-PO).....	31-12-31
C. R. Maxam to be advised of the reasons for his rejection by the Acting Warden of the Penitentiary. (37623G-CB-VOL. 2).....	5- 1-32
Eligible lists for P.O. Dept. extended until new lists are established as a result of examinations to be held for each post office. (24-1-JLB).....	5- 1-32
H. H. Moore retained on eligible list for Excise Tax Auditor but asked to furnish names of referees able and willing to certify to his character and habits.....	9- 1-32
No request for the extension or cancellation of eligible lists to be accepted from any department unless authorized in writing by the Deputy head. (24-1-CEG).....	22- 1-32
Name of Leon Lacasse to remain on eligible list for Cleaner and Helper, Montreal. Dept. of P & NH required to reject Miss E. A. Tohm for position of Graduate Nurse, London, if she is not considered suitable. (M-27561).....	23- 1-32
J. Darragh retained on eligible list for Mail Porter & Letter Carrier. (M-24257).....	25- 1-32
Eric A. Haase to be advised that the Agri. Dept. has stated that it is improbable that his services will be required for the current season. (M-23065).....	27- 1-32
M. S. Ells to be advised that the Agri. Dept. has stated that it is improbable that his services will be required for the current season. (AGR-F-3404)....	1- 2-32
T. A. McNally, Egmont Bay, to be advised that the possibility of his employment is limited. (AGR-EF-3159).....	2- 2-32
N. D. Walker, Charlottetown, not considered eligible for further assignment owing to the lapsing of the eligible list. (AGR-EF-3045).....	2- 2-32
A. W. Hiltz to be advised of the situation regarding the employment of Jr. Fruit & Vegetable Inspectors in Annapolis Valley. (AGR-F-3422).....	2- 2-32
W. J. Presley regarded as eligible for temporary employment as Elevator Operator but to be required to qualify again before securing appointment to the seasonal staff. (OS-20885).....	9- 2-32
L. H. Dumais to retain eligibility until a new list is established. (AGR-E-3292)....	1- 2-32
H. A. Blanchard, Annapolis Valley, to be advised that he will not be required for the current season. (AGR-F-3410).....	10- 2-32
No request for the cancellation or extension of eligible lists to be accepted unless authorized in writing by Deputy Head or by such other person specially authorized by Deputy Head. (24-1).....	13- 2-32
R. H. Elliot, Camrose, to be advised that his services will not be required this year. (AGR-LS-3188G).....	18- 2-32
Dept. of Justice to be asked whether Mr. C. W. Ramsay, who qualified for employment but was not employed during the season 1931, is to be considered for further employment, the list having lapsed. (AGR-EF-3157).....	18- 2-32
A. Laguerrier, who resigned to enter the religious life, not eligible for re-assignment unless he qualifies again. (OS-30465).....	18- 2-32
A. W. Waddell allowed to retain the O.A.S. preference on Postal Helper list for Edmonton. (PO-C11-24).....	18- 2-32
Dept. of P & NH allowed to submit any information regarding proposed eligibles on lists. (24-PH).....	19- 2-32
Dept. of Agri. to be advised that employees not called for duty in 1931 and the lists on which their names appeared having lapsed, are not eligible for employment, etc. (AGR-F-3353).....	20- 2-32
A Prison Guard list which was allowed to lapse in error to be replaced by a new list with the same names. (37623-G-(VOL. 3 St. V.)).....	22- 2-32
W. R. Hewson to qualify again as Jr. Fruit & Veg. Insp. the list which his name appeared having lapsed. (M-21617).....	25- 2-32
Eligibility of candidates on supplementary lists to commerce from the same date as that of eligibles on original list. (SUB. 24).....	26- 2-32
Eugene Parent, candidate at exam. for Mail Porter, Montreal, April, 1930, who was unsuccessful in second oral exam, not considered eligible for employment as Mail Porter. (M-27954).....	29- 2-32
W. Reid, O.A.S., considered physically fit for re-employment as Customs Excise Enforcement Officer, Carway. (OS-30309).....	5- 3-32
	4- 3-32

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
P. A. Dunphy retained on E. L. for Cleaner & Helper, Saint John, but cause of his dismissal to be communicated to Department before Assignment. (OS-30433).	7- 3-32
Eligible lists 18072, 13760, 17771, and 15694 regarded as having lapsed. (24-1-JGR).	8- 3-32
F. J. Gavin not eligible for re-employment as Plant Disease Inves. P.E.I., the E.L. on which his name appears having lapsed. (AGR-EF-3104).....	8- 3-32
C. W. Ramsay not eligible for re-employment as Plant Disease Inves. P.E.I., the E.L. on which his name appears having lapsed. (AGR-EF-3157).....	8- 3-32
Eligibility of persons qualified for positions of Plant Disease Inves. considered as having lapsed if they have not reported for duty for a season. (AGR-EF-3157)	8- 3-32
Julien Lapointe not to be placed on E.L. for Postal Clerk, Montreal. (39471G).	9- 3-32
Re-employment of temporary employees released from city post offices whose eligibility has lapsed. (24-PO).....	14- 3-32
Temporary employees of Agri. Dept. in technical positions being released, to receive same treatment as P. O. employees. (24-AGR).....	14- 3-32
P.O. Dept. to be asked to re-employ Alphonse Tremblay, who was released by Dept. before general instructions for retention of temporary employees were issued. (PO-C24-3370).....	14- 3-32
Rejection of Henry Biggs for employment as Hospital Orderly, Gr. 1, Halifax, N.S., accepted. (18436).....	17- 3-32
Thomas Bewick allowed three months for necessary treatment in connection with his disability. (PO-C6-3042).....	15- 3-32
Eligibility of W. E. Dean as Jr. Fruit & Veg. Insp. lapsed. (AGR-F-3312).....	16- 3-32
Miss D. M. Tubbs, Steno, Gr. 2, who was rejected twice, to be notified that this is her last chance. (OS-30777).....	18- 3-32
Rejection of Messrs. B. Wilson, P. O. Whipple and F. S. McLeod by P&NH as Hospital Orderly, Gr. 1, accepted. (39656-3G).....	19- 3-32
Blacklisting of Frank Shea, Toronto, lifted. (OS-4150).....	4- 4-32
Protest of Canadian Legion against the blacklisting of L. A. Lapointe for positions in Depts. of I&C and N.R. (OS-6180).....	14- 4-32
New names not to be added after a list has lapsed. (PW-CA3-1025G).....	14- 4-32
Names of Messrs. A. Paquette and E. Bernier to be placed on E. L. for Elevator Operator, Montreal, provided the Dept. of P&NH wishes this action to be taken. (PW-CA3-528- and 3032).....	20- 4-32
Twenty-four candidates in Montreal, whose names appear on eligible lists for Customs Guard, to retain their eligibility for either temp. or perm. appt. even though the lists have lapsed, in view of the fact that they were available for employment although the requisitions for their appt. have been cancelled. (C-10D-365).....	21- 4-32
Eligibility of E. S. George to be placed on the eligible list for Excise Tax auditor for the Western Provinces. (39621G).....	26- 4-32
Name of J. J. Donnelly retained on E. L. for Immig. Insp.; the Dept. to be asked if they are willing to accept him on probation if his name is reached. (M-26425).....	2- 5-32
Temp. employees released from city post offices, whose eligibility has lapsed, to be reconsidered for employment should their services be asked for the Dept. on account of their experience. (24-PO).....	14- 3-32
Technical temporary employees in Agri. Dept. who are being released and whose eligibility has lapsed, to be given same treatment as employees in city post offices. (24-AGR).....	14- 3-32
Temporary employees who are being released from Depts. and whose names appear on eligible lists which have now lapsed, will continue to retain their eligibility for permanent appointment. (SUB. 24).....	3- 5-32
Miss M. M. C. Girard, who resigned from a seasonal position of Jr. Seed Analyst, to accept temporary employment as Seed Analyst, not to be restored to her former position. (AGR-S-307).....	5- 5-32
A. R. Cote not eligible to be placed on E.L. under Sec. 54 owing to age. (C-PS-354)	21- 5-32
Name of Louis Loyer not to be restored to E.L. for Cleaner & Helper unless he gives satisfactory reasons for abandoning his position. (OS-32890).....	23- 5-32
As the candidate whose name appears on E.L. 30540 for Elevator Operator Edmonton, which list has been cancelled, established his eligibility by training under P.C. 214/1130, the list to be extended for one year. (PW-CA3-1165).	
Name of J. N. Stewart to remain on E.L. for Caretaker, Gr. 2, Toronto. (OS-31322)	24- 6-32
V. H. Lord to be advised, that, in the absence of proof of military service, he can only be looked upon as a civilian in the Competition for Stationary Engineer, Heating. Gr. 1, Calgary. (39748G).....	21- 6-32

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*

	Date of Minute
Cancellation of E.L. for Insp. on Insect Pests by general competition in 1931 and, as no new eligible list was established, a local competition to be held. (AGR-E-3242).	8- 7-32
E. J. Burns' name to remain on E.L. for Clerk, Gr. 1, London. (M-28578).....	23- 7-32
L. Stevenson given numerical rating on physical fitness as Postal Helper, Vancouver, and if successful on completion of exam. his name to be placed on E.L. if the list is still in existence. (OS-21846).....	10- 8-32
D. F. Putman passed over on E.L. for Plant Disease Inves. because he was not available last season and made no reply to our inquiry. (AGR-EF-3066).....	10- 8-32
L. J. St. Yves passed over on E.L. for Plant Dis. Inves. because he was not available last year. (36850-32G).....	16- 8-32
Eligible list established for Physician (P.T.) Lytton Indian Agency, to be established as permanent notwithstanding the fact that Dr. J. P. Ellis lacks the residential qualifications. (1A-1A9-112G).....	1- 9-32
Where eligibles decline temp. employment because they are otherwise engaged and if sufficient reason is given for declining such employment for the time being, their names to be left on list without change of standing. (24-J)....	6- 9-32
Board decision providing that temporary employees whose standing had been lowered on re-examination of the 1930 papers. Montreal, should remain undisturbed in the temp. positions, even though their names had not been reached for assignment on revised list, not to apply to new assignments. The order of merit on revised list to be strictly followed without regard as to whether the candidates had been previously employed. (57-2-PO).....	6- 9-32
A selection to be made from applicants for position as Caretaker, Gr. 2, East Calgary Depot, for position of Caretaker, Gr. 2, Sarcee Camp, Alta., qualified to perform rough carpentry work and to have a slight knowledge of plumbing. (ND-CE-498).....	19- 9-32
Eligible lists for Clerks, Gr. 1 and 2, Saint John, N.B., extended unless the Dept of P&NH gives substantial reasons to the contrary. (SUB-24).....	13-10-32
An original list shall not be considered to have expired until the expiration of one year from the date of establishment of the latest supplementary list. (24-1-RM).....	27-10-32
Question of overtime and rates of pay to be discussed with P.O. Dept. and Sec. 85 of Reg. to be brought to attention of Treasury Board in connection with passing of Orders in Council regarding payment of additional temporary employees taken on by the Dept. during the Christmas rush. (59-5-PO)..	23-11-32
E.L. 31473. O.A.O. Gr. 2 (Comptometer), established for P.O. Christmas rush, to take precedence over the 1931 Christmas list. (39829G).....	6-12-32
All eligible lists which have been in existence for two years and upwards to be cancelled and examinations held where necessary to establish new lists. (24-1-PO).....	13-12-32
W. L. Webster to be retained on E.L. for Office Boy.....	30-12-32
Complaints received as to the procedure followed by P.O. Dept. in employing temporary help at Ottawa for the Christmas rush to be reported to Parliament in the Annual Report. (5-PO-X31).....	5- 1-33
No original assignment to be made from a list over two years old without the specific approval of the Commissioners. (24-1).....	16- 2-33
Lists for Customs Guard and Truckman at Vancouver cancelled despite Department's request for extension. (24-HRM).....	7- 3-33
Revised standing for Jr. Radiotelegraph Operators. (39812-Q) (39812-W).....	10- 4-33
E.L. for Junior Seed Analyst, Toronto, allowed to lapse notwithstanding the statement of the Supervising Analyst at Toronto that the list contains the names of some very desirable candidates. (24-1-SGN).....	18- 4-33
Candidates with dependents given preference over those without dependents having equal ratings, etc. (SUB. 5).....	20- 4-33
Mr. X required to furnish evidence as to his sobriety if he wishes to be considered for further employment in the Civil Service. (OS-36992).....	29- 4-33
E.L. for Office Boy continued in view of slight demand for assistance.....	6- 5-33
Mail Porter list, Toronto, over two years old, extended to place it on a par with Letter Carrier list. Postal Helper list, Woodstock, extended to give first three eligibles an opportunity of accepting employment which was previously refused due to misunderstanding. (24-1-PO).....	16- 5-33
Name of J. B. Doane, who was recommended as efficient and fit for re-employment, not to be placed on list for Light-keeper because he is now sixty-six years of age. (OS-38231).....	16- 5-33

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Continued*Date of
Minute

Case of R. A. Lake to be referred to Commissioners should he apply for re-employment, Mr. Lake having been reported on as unsuitable for employment as Prison Guard. (M-31389).	23- 5-33
Persons employed for thirty days or less, without certificate, not to retain their eligibility when list lapses. (24-1-PO).	7- 6-33
J. D. Lackie to retain eligibility for employment as Inspector of Insect Pests, N.B., next year. (OS-39527).	28- 7-33
Eligible lists for classes in Penitentiary Service, which have been exempted from C.S. Act by amendment to Penitentiaries Act, May 9th, 1933, considered as having lapsed. (24-1-ACK).	1- 9-33
P.O. lists extended to January 15th to cover Christmas rush. (24-1-PO).	29- 9-33
List 20752, which has lapsed, to be revised because of rejection of one of the eligibles.	2-11-33
Temporary list 31815, Veterinary Insp. (P.T.) submitted for extension or cancellation in same way as per. list. (37310-32G).	20-11-33
Mr. X not to be included on E.L. for Caretaker, Gr. 2, Lindsay, in view of his past record. (ND-CE-3124).	5- 1-34
E.L. 20717 and 31053 extended and revised by the checking of the record and physical fitness of the candidates thereon. (24-1-HRM).	8- 1-34
Candidates on old lists 20717 and 31053 to be interviewed in order to check record since establishment of lists and present physical and general fitness for appointment. (24-1-HRM).	8- 1-34
Name of P. H. Shelton retained on E.L. for Parliamentary Reporter, Ottawa. (M-31697).	12- 1-34
E.L. 31428 on which C. Hepburn's name appears cancelled and Mr. Hepburn not considered for further employment in C.S. (OS-34438).	30- 1-34
C. P. Curtis, Labourer, declared eligible for Caretaker position, Dawson, as a result of comp. with a view to assignment as Cleaner and Helper in his own position which has been reclassified. (PW-CA3-1403G).	19- 2-34
Case of T. McNamara, who was dismissed from position of Linesman, to be investigated should he apply for re-employment in C.S. (OS-41814).	15- 3-34
Overseas eligibles on Graduate Nurse list to be re-examined by Dept. of P&NH immediately preceding consideration of appts.	21- 4-34
Arrangements, to be made, if possible, for eligibles on list for Office Appliance Operator, Gr. 2, to practice on Powers Machine in Post Office Dept. (39385-1G).	23- 4-34
Name of Miss L. K. Alleyn retained on E.L. for Steno. Gr. 1, (Bilingual) Quebec, and considered eligible for reappointment if the list is still valid when she is able to resume duty. (PH-PVB-3010).	7- 7-34
Revised eligible list for Jr. Radio Telegraph Operators, Eastern Division, approved. (39812E).	26- 7-34
Name of L. A. D. Oakley, qualified Jr. Radiotelegraph Operator, removed from list for Central Division and placed on list for Quebec division. (39812C).	2- 8-34
Name of L. P. Q. Roy retained on E.L. for Poultry Fieldman even though he refused temporary short term employment as Poultry Inspector (Dressed Poultry) (OS-40695).	22-10-34
Lists for Hatchery Assistant, N.S., cancelled before expiry date. (FS-FH-3001 & 3002).	23-10-34
Temporary list for Office Appliance Operator, Gr. 2, Comptometer, established from application on file.	15-12-34
Eligible lists established for Temporary Employment in Printing Bureau in connection with printing of Voters's Lists to be revised after employment to determine order of merit for longer periods. (40028-1G-&C3).	17-12-34
E.L. 31654, Geographer, Gr. 2, revived, the cancellation having been approved because of a misunderstanding of the situation. Mr. F. B. Inkster. (OS-38351).	17-12-34
Dr. G. E. T. Stanley's name to be continued on E. L. for perm. appt. as Vet. Insp. for as long as it remains in existence, Dr. Stanley, having refused temporary employment. (OS-38165).	29- 3-35
Case of Charles Champion to be further considered should he apply for re-employment in Government Service, etc., (OS-43508).	8- 4-35
Order of precedence of eligibles for Powers and Hollerith machines. (PO-F-1452).	15- 6-35
List of Office Boys for temporary employment during summer, containing names of those who failed in last examination. (37852G-(VOL. 8)).	4- 7-35
H. P. Vinokur to be given opportunity to undergo medical exam. and if favourable, his name to be retained on E. L. for office boy. Mr. Vinokur was rejected as physically unfit. (M-37406).	13- 7-35

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS— <i>Continued</i>	
	Date of Minute
Question of re-employment of Ernest Moss, who abandoned his position, left in abeyance until he applies for some other position. (OS-43889).....	31- 7-35
E. C. Michaud's name retained on E. L. for lower grade positions for departments other than the P.W. (M-30736).....	1- 8-35
Eligibles for bilingual Steno. Gr. 1 & 2 and for French Steno. for short periods, to be secured by considering qualifications of those who have failed on exams. for these positions during last six months.....	24- 8-35
Mr. X retained on E. L. for Postal Helper, notwithstanding fact that he was convicted had refrained from giving this information on his application form, etc. (PO-C30-12T).	3-10-35
Frank Laughland to be removed from E. L. for Seed and Feed Insp. Winnipeg, if he is found to be physically unfit to carry out the duties of the position (AGR-S-610).	23-10-35
Two year limit for eligible lists considered desirable. (24-1-PO).....	19-11-35
Eligible lists of lay-offs not to be published in Canada Gazette. (53-2-(Vol. 15))..	30- 1-36
Postal Helpers lists to indicate which candidates are qualified for Postal Clerk. (24-PO-(VOL. 2)).....	5- 2-36
Eligible lists which have been continued for two years to be allowed to lapse, and a new exam. held as soon as need is indicated. (24-1-RM-(VOL. 2))....	15- 2-36
H. C. Rothwell's name retained on E. L. for Watchman, Packer, and Clerk, Grade 2. (T & C-S-2597).	20-11-35
Lists to continue for no longer than two years and to be examined three months before date of expiration with a view to new examination if necessary. (24-1-PO).	3- 3-36
Lists to be limited to number estimated as required, but supp. list may be established. (24-1-PO).	3- 3-36
S. J. Coleman retained on eligible list for Watchman, Packer and Helper or Truckman in Departments other than Public Works. (OS-27083).....	25- 1-36
Mr. X to be informed that if he is Mr. X, who has a criminal record, he cannot be considered for any positions governed by the Civil Service Act.....	7- 2-36
Report as to whether new examination should be held to be submitted in connection with all recommendations for lapsing of eligible lists.....	7- 3-36
Mr. X eligible for re-employment in a position the duty of which does not involve the handling of funds. (OS-33291).....	4- 4-36
Messrs. T. H. Adams, Forest Asst. Gr. 1, and J. W. Berry, H. Proctor and G. Benning, Forest Assts. Gr. 2, not to be listed for re-employment in view of their age. (OS-25758).	8- 4-36
Practice of consulting Dept. re continuance of list after one year to be discontinued. Dept. to be asked if there is any reason why list should not lapse after two years. (SUB-24-(DUP. 2)).....	22- 5-36
J. H. Clarks' name passed over on P. H. list, Winnipeg. Mr. Clark to be medically examined before being assigned. (M-41192).....	5- 5-36
Name of George Mackenzie passed over for present on P. H. List, Winnipeg. (M-39653).	5- 5-36
E. L. 33183, Articled Pupil, having been issued in error, to be cancelled. (OS-27943).	5- 5-36
Sec. 31 of Regulations to be amended to provide for retention or eligibility by all whose names have been reached on the list. (SUB. 24).....	12-11-36
Old Post Office lists to be continued for brief period until new lists are ready. (24-1-PO-(Vol. 2)).....	1-12-36
Proposal to maintain separate eligible lists for English, French and Bilingual stenographers.	1-12-36
Eligible lists for Office Boy to be continued for only one year. (38-4).....	17-12-36
Examiners to be instructed to make every effort to have new lists available before expiration of the two-year period for old lists. (24-1-PO-(VOL. 2)).....	20- 2-37
In bilingual exams, only bilinguals to be listed. For bilingual Stenographers, Gr. 2, typing in either language to be accepted, and Grade 1 shorthand in secondary language. Three eligible lists to be maintained, English, French, Bilingual. (SUB. 24-(DUP. 2)).....	3- 3-37
Stenographers listed as "G" at temporary tests to have their rank changed without further examination, upon acquiring a year's experience. (J-A-48T)..	4- 5-37
A list of all cases of local selection to be kept owing to the findings of the R.C.M.P. in the case of A. D. Lang, Letter Carrier, Edmonton Post Office, who was locally selected. (PO-C11-3030).....	27- 5-37
Temporary eligible list for Office Boys set up before completion of examination. (37852G-(DUP.)).....	7- 7-37

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—MISCELLANEOUS—*Concluded*

Date of
Minute

S. V. Illesley, admitted to exam, at Truro and found to be nearer Halifax, to have his eligibility transferred.. (40571-C50G).....	31- 7-37
Hospital Orderlies reported as unsatisfactory to be deleted from list without further reference to Commissioners. (See case of E. A. Morley, OS-49445)....	9- 9-37
Order of names on eligible list set up for one position capable of amendment when another position is under consideration. (See I. S. McArthur Graduate Assistant in Agriculture, Grade 2.).....	4-11-37
Supplementary lists to be established only within two year period of existence of original list and to lapse two years from date of establishment of original list. (24-1-AGR- (DUP.)).....	24-11-37
Supplementary eligible lists, when furnished Depts. to bear date of original list, and eligibles named thereon to be eligible for appointment from such date. (SUB.24-(DUP.5)).....	21- 1-38

APPENDIX 6

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—REMOVAL FROM

	Date of Minute
Employee's incompetence or otherwise unsatisfactory nature of his service to be established before removal from eligible list. Case of Percival Gavegan. (OS-2623).	12- 2-25
Where a candidate refuses permanent appointment in P.O. Dept., the Dept. to delete the name from the eligible list. (24-PO).....	30- 4-30
Names of persons who refuse work with a view to obtaining something better to be removed from the eligible list. (24-PO).....	3- 3-31
Civilian eligibles on list for Hospital Orderly, 19568, Winnipeg, to be removed from list, the Department having rejected them under Section 24. (24-PH).....	20- 3-31
Six Civilians on E.L. for Graduate Nurse, Winnipeg. (24-PH-(DUP)).....	8- 4-31
Names of persons dismissed for political partisanship removed from eligible lists and blacklisted for one year. (OS-27832) (SUB.24.DUP3).....	13- 5-31
Names of eligibles sixty-five years old to be deleted from lists. (SUB.24-(DUP.3)	14- 9-33
Eligibles for Graduate Nurse and Hospital Orderly who are found to be physically unfit, to be advised by Commission instead of Department. (24-PH).....	29- 6-35

APPENDIX 7

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—RESTORATION OF NAMES

	Date of Minute
Employees who were assigned from Postal Helper list as Clerk, Gr. 2, to be restored to Postal Helper list, etc.....	13- 3-28
Restoration on ground of linguistic qualifications refused, (24-PO).....	14- 7-35

APPENDIX 8

CIVIL SERVICE COMMISSION—TRANSFER OF NAMES—ELIGIBLE LISTS

	Date of Minute
S. R. Denny, Postal Helper, from Moose Jaw to Vancouver. (OS-5136).....	24- 1-27
Person changing place of residence to transfer eligibility, provided, etc, (5-1).....	28- 1-27
P. J. Carey, Clk. Gr. 2, from Saskatoon to Edmonton. (OS-6531).....	10- 2-27
Wm. Coles, Postal Helper "A" from Vancouver to Edmonton. (OS-10269).....	16- 2-27
G. H. Armstrong, Postal Helper from Lethbridge to Calgary. (M-907).....	19- 2-27
L. Pelland, Postal Helper, from Three Rivers to Shawinigan Falls. (M-684).....	19- 2-27
Eligibility of persons who were, on change of residence, transferred from one centre to another to lapse when the list lapses for original centre. Minutes 28-1-27 (SUB. 24).....	18- 2-27
Transfer of eligibility to be applied in individual cases without submitting each individual file. (M1693-J. E. Plante).....	8- 3-27
A. W. Finlay, Postal Helper, from Fredericton to Saint John. (M-3124).....	28- 6-27
Amedee Paquin, Guiges, P.Q., who was successful in a competition for P.H. at Ottawa to have his name transferred to next eligible list at North Bay established subsequent to that of Ottawa, at which place he should have entered competition.....	20- 7-27
Further information to be obtained from W. E. McClurg as to his claims as a resident of the Pembroke District.....	27- 8-27
See Entry under Post Office. (PO-C19-15).....	15-11-27
G. Gerin-Lajoie not to be transferred from P.H. list at Three Rivers to Montreal. (M-5217).....	1-12-27
Above cancelled and transfer to Montreal list approved.....	13-12-27
Instead of transferring Levis eligibles from Quebec eligible list for Letter Carrier, new competition to be advertised for Levis. (PO-C19-A-15).....	15-11-27
Miss G. M. Carroll temporarily employed as Clerk, gr. 1 Ottawa, eligible for employment in Toronto. (F.C. 3025).....	7- 6-28
C. G. Bridgeman, qualified Clerk, Gr. 2, Fort Vermilion, Alta. transferred to the Ottawa list. (OS-15233).....	15- 9-28
Miss C. D. Viets transferred to the Sackville list in order of standing for Jr. Seed Analyst from Toronto. (M-8235).....	31-10-28
S. J. South, who passed exam. for Postal Helper at Montreal, to be placed on E.L. for Woodstock, Ont., etc. (OS-20266).....	3- 1-29
A. P. Trecarten, Customs Excise Clerk or Examiner, St. John, N.B., eligible for re-employment at St. John, if required, although he has moved to Lord's Cove, N.B. (OS-12312).....	1- 2-29
Miss M. M. Elliott, Clerk, Gr. 1, Toronto, considered for immediate temporary employment at Ottawa. (OS-20131).....	13- 6-29
J. C. Boutin, Postal Helper, Montreal, transferred to bottom of the list established at recent comp. for this class at St. Jean. (M-13819).....	5- 9-29
O. H. Nicks, Customs Excise Clerk or Examiner, Welland, Ont., eligible for either temporary or permanent re-employment at Niagara Falls, etc. (C-28E-64).....	7-11-29
The transfer of the eligibility of candidates from one centre to another to apply to general examinations and possibly to local comp. only when the comp. has been held at the same time at both centres. (SUB. 24).....	19-11-29
J. M. Blais, Postal Helper, Levis, P.Q., transferred to Quebec eligible list which is to be established. (M-15121).....	21-11-29
Eligibility of candidates whose name has been transferred from one centre to another should cease when the list on which his name originally appeared lapses or when the list for new centre expires, if earlier than that for former centre. (24-1-HRM).....	15- 9-28
Norman Chisty's name transferred to E.L. for Junior Fruit and Vegetable Inspector, Lillooet, B.C. (OS-26770).....	13- 6-33
L. M. Wimble from eligible list for Jr. Radiotelegraph Operator, Central Division, to that of the Quebec Division, even though he has not resided in Montreal for one year. (M-32364).....	10-11-33
Miss M. I. Hinchcliffe, who qualified for Steno., Gr. 2, in local competition at Toronto, eligible for temp. employment as Steno., Gr. 2, Ottawa. (OS-41127).....	28-12-33
A. J. Darbey, Poultry Inspector, from B.C. to Sask. list because of employment in latter province. Protest to be sent to Dept. (AGR-LS-3088).....	7- 2-34

CIVIL SERVICE COMMISSION—TRANSFER OF NAMES—ELIGIBLE LISTS—*Conc.*

	Date of Minute
J. E. Stuart, Dairy Promoter, listed for re-appointment as Record of Performance Inspector. (OS-41362)	21- 2-34
Name of S. B. Hurst transferred from Western Division to Central Division eligible list for Jr. Radiotelegraph Operator. (39812-C)	2- 6-34
Messrs. A. F. Plummer and R. H. Frecker transferred from E.L. for Telegraph Operator, Western Division, to Central Division. (39812-C).....	18- 6-34
L. A. D. Oakly from eligible list for Jr. Radiotelegraph Operator, Quebec Division, to that of the Eastern Division. (39812E).....	3-10-35
J. A. Hyde, whose name is on eligible list for Lethbridge, Alta., but is now residing at Courtney, B.C., advised that he may be considered for employment in B.C., but that if he resumed residence in Alberta he would be considered for that province only. (OS-39999).....	19-12-35

APPENDIX 9

CIVIL SERVICE COMMISSION—EVIDENCE

	Date of Minute
Obtaining of discharge Certificates, Testimonials and Naturalization papers to be eliminated in connection with appointments of Postmasters with remuneration less than \$300 per annum.....	7-12-20
Procedure in collecting evidence of age, health and character approved.....	3- 3-21
Evidence not to be required for persons blanketed in.....	2- 5-21
No evidence to be obtained other than that considered necessary by the Examination Branch when dealing with the selection in appointments to seasonal positions	15- 6-21
Employee whose salary consists of percentage of wharfage collections not required to furnish regular medical report, but statement in good physical condition and able to undertake duties required.....	16- 7-21
Evidence to be obtained from Wharfingers at St. John, Digby, Sault Ste. Marie and Chicoutimi	22-10-21
In cases where appointees claim inability to provide usual evidence due to isolated residence, etc., permanent certificates to be issued, provided Department, furnishes certificate to effect that the employees comply with the requirements as to health, character and habits, etc. (25480).....	12-12-21
Permanent employees laid off and re-assigned not to be required to furnish further evidence	6- 3-32
Evidence to be completed in connection with permanent appointments already made in the Air Board and Naval Service.....	8- 6-22
Medical certificates from S.C.R. Doctors to be accepted.....	20- 7-22
Miss M. A. Tremblay not required to furnish further evidence.....	17-11-22
In cases where employees resign or are dismissed before evidence is complete, permanent certificates to be issued without collecting further evidence.....	23-11-22
<i>Re:</i> Exemption of Rural Postmasters from furnishing medical cert.....	12-12-22
Medical certificates from doctors in the Federal Department of Health to be accepted in connection with permanent appointments.....	28-10-22
Opinion of P. O. Dept. to be obtained regarding what offices or classes of offices (determined by compensation of Postmaster), the new regulation should apply. (33884)	12-12-22
Memorandum of Examination Branch considered but no action taken. (33884)....	18- 1-23
If eligible already in Service resigns permanent position in order to accept employment of a higher grade, no further evidence to be collected when name is reached for permanency in higher grade, provided that there has been no break in candidate's service and that then medical certificate originally supplied shows satisfactory physical condition for the duties of the higher position	14- 1-24
Employees who have once furnished evidence in connection with permanent appointment not to be required to supply further evidence for a later appointment provided there has been no break in service and that the employee's health is satisfactory. (C-50E-34).	21- 2-24
Form of medical certificate to be drawn up which would be satisfactory both to C.S.C. and the Penitentiary Service. (5-J-P).....	1- 3-34
Seasonal appointees to furnish same evidence as is required from permanent appointees. (AGR-F-36).	1-10-24
No evidence to be collected for seasonal employees on the Grain Commission Staff until further question of permanent appointment is under consideration. (T&C-GC1-235).	18- 2-25
Proof of age to be obtained immediately candidate's name is placed on eligible list. (H-P-56 and PO-PS-148).....	16- 9-24
Warning to be forwarded to all outstanding cases informing them that their names would be removed from the eligible list if their records are not completed within three weeks from date of communication or some satisfactory reason given why this cannot be done within the time limit. (24-3G).....	5- 3-25
Evidence in connection with the appointment of Postmasters should be complete only after the rider covering the appointment has been returned to the Commission. (See under P.O.).....	21- 1-25

CIVIL SERVICE COMMISSION—EVIDENCE—*Continued*

	Date of Minute
Testimonials of character to be in possession of Commission before certificates of permanent appointments are issued. (See under P.O. 36305).....	30- 1-25
New procedure approved. (5-53-PO).....	9- 3-25
In future, medical certificates to be required of people who are being considered for temporary assignment in position in Dominion Parks. (SUB.67). See also Minutes of July 4th, 1925.....	12- 5-25
<i>Re:</i> Minute 12-5-25. Notation to be placed on certificate that "the appointment is subject to the candidate's furnishing the Department of Interior with a satisfactory medical report," and in notifying the Department. The form used by the C.S. Commission to be enclosed. (SUB.67).....	4- 7-25
Changes in medical form. (SUB.67).....	22- 5-26
A lay-off, whose original permanent appointment was made under P.C. 2958 to be required to furnish satisfactory proof of health on re-assignment to another Department. (PO-F-1760).....	3- 7-26
Employment of employees in a post office changed from a Revenue Post Office to a city Post Office. (5-PO-C8½).....	7- 1-27
The usual evidence in connection with appointments of Fire Rangers and Forest Rangers not to be insisted upon. (INT-F-688).....	19- 2-27
Eligibles for Junior Seed Analyst and Seed Analyst before appointment to supply satisfactory medical certificate covering eyesight and notice of this requirement to be given in future advertisements. (5-18-AGR).....	11- 3-27
Certain employees appointed to exempt positions in the External Affairs, London, Eng., not to be required to furnish evidence.....	12-11-27
A note to be added to temporary and permanent eligible lists established as results of competition or tests to which an age limit has been applied that successful civilian candidates are not to be offered employment, even temporary, until such time as they produce satisfactory proof of age. (SUB.24).....	8- 1-29
In cases where any question is raised on account of the Medical Examiner's report as to the physical fitness of a candidate to receive appt., the matter to be referred first to the Chairman, for decision, regardless of the Department to which the assignment is made. (SUB. 67) (Board Decision).....	7- 2-29
Mr. Albert Smith to be looked upon as British subject. (PH-Plo-2488).....	28- 3-20
The attention of the Medical Examiner to be drawn to the case of Mr. John M. Gibson, who was found physically unfit to perform the duties of the position of Cleaner and Helper to which he was assigned. (OS-23603).....	20- 5-30
<i>Re:</i> John M. Gibson (See Minutes of May 20th, 1930).....	17- 6-30
<i>Re:</i> John M. Gibson (OS-23603).....	28- 7-30
Appointment of F. M. Perron as Customs Excise Clerk at Valleyfield approved. (C-22D-3).....	18-11-30
<i>Re:</i> Messrs. P. E. Lamb & A. J. Dorion. (HC-C-31) and (P&S-P-141).....	15- 1-31
Original birth and baptismal certificates to be retained in this office and certified copies returned to candidates on application, etc. (SUB.67).....	10- 2-31
<i>Re:</i> Messrs. Lamb and Dorion. (HC-C-31 and P&S-P-141). Minutes of 15-1-31..	16- 2-31
Joseph A. M. G. Emond, who submitted the birth certificate of a brother who died in infancy and bearing the same name. (PO-C24-1440).....	23- 2-31
Copy of birth certificates to be made for: Albert E. Lloyd, David S. Murison and William J. Milling and the original document returned.....	3- 3-31
<i>Re:</i> Report on Mr. William M. McDonald by Dr. A. J. McIntyre and whether he would be acceptable. (CS-22343).....	10- 3-31
Original birth certificate to be insisted upon, etc. (SUB.67).....	12- 3-31
<i>Re:</i> Mr. P. W. Spence, etc. (J-P54).....	16- 3-31
Statement of Secretary of the Board of Health, Moncton, regarding the date of Mr. P. W. Spence's birth accepted. (J-P-54).....	25- 4-31
Examination Branch authorized to return birth certificates on request, provided there is no further question of the employment of the candidate concerned. (M-13224).	15- 5-31
Temporary employees in Post Office who have already furnished evidence regarding health, character, etc., at a previous date not to furnish further evidence until perm. appt. is made. (67-PO).....	4- 6-31
A declaration of age not to be accepted unless a report to the effect that the Registrar of Births has no record of the birth of such a person.....	10- 6-31
The practice of obtaining character references of successful candidates when an eligible list is established to apply to Post Office lists (67-PO).....	3- 7-31
The Commission to write direct to firms by which eligibles have been most recently employed in order that any unsatisfactory persons may be rejected before appointment. (SUB. 67) and (C-2F-18).....	6- 7-31

CIVIL SERVICE COMMISSION—EVIDENCE—*Continued*

	Date of Minute
Collection of evidence to be dispensed with in case of A. G. Miller. (INT-FB-163).	8- 7-31
Declaration of age furnished by F. C. Sellar accepted. (J-P-1073).....	11- 7-31
Affidavits of Olivier Huneault accepted. (R&C-Q-807).....	14- 7-31
New procedure approved. (SUB. 67).....	14- 7-31
Mr. Charles B. Birkett to be medically examined by Dr. J. J. Heagerty and Dr. G. S. McCarthy of Dept. of P. & N. H. (T&C-C1-53G- (VOL. 8)).....	21- 7-31
Report of Dr. J. J. Heagerty on Mr. C. B. Birkett accepted and Mr. Birkett appointed as Junior Trade Commissioner. (T&C-C1-53G-(VOL. 8))....	23- 7-31
Certificates of physical fitness and good character to be obtained from appointees to Census Staff whose services are required for periods of three years. (67-T&C).	12- 8-31
When registration is supposed to take place in the case of those congregations and denominations authorized to register births. (M-25461).....	12- 8-31
B. S. Davis, R. J. Brawn, Miss E. E. Cooke and R. L. Telford considered physically fit to perform duties of Census Clerks. (T&C-S-2001-2595-2231-2601)....	9- 9-31
Miss Marion J. Matheson considered eligible for employment as Census Clerk but to supply a further medical certificate if she is later considered for appoint- ment as Clerk, Grade 2, permanent. (T&C-S-2459).....	9- 9-31
Medical report of J. C. Britton forwarded to Dept. of Health and, if necessary, Mr. Britton to report to Department for further examination. (T&C-C1-85).	10- 9-31
The commissioners considered the medical reports of the following and declared them suitable for employment as Cleaner and Helper:—Octave Pineaut, Wm. G. Palmer, J. A. Mummery, Robert H. Wilson and William Woolard. (39543G-(VOL. 2)).	10- 9-31
The Commissioners considered the medical report of Georges Genereux and con- sidered him suitable for employment as Cleaner and Helper. (39543G-Vol. 2).	18- 9-31
Comparison of finger prints and arrangements to carry out this procedure. (67-1).	24- 9-31
Declaration of age of Philip F. Blumenfeld to be insisted upon from his father, mother or close relative before he can be employed as Census Clerk, Grade 1, (T&C-S-2188).	24- 9-31
Medical reports considered and the following eligible for appt. as Cleaner and Helper at Montreal:—Frank Parek, J. R. McNabb, D. Rose, S. Laferriere, and A. Savard.....	14-10-31
R.C.M.P. to be advised of Mr. S. S. Bailey's remarks about Mr. Morton Goldner and a note to be made on Mr. Goldner's card for consideration before re- assignment to other Branches of Service. (T&C-S-2347).....	30-10-31
Procedure to be followed in connection with examination of finger prints. (67-1).	31-10-31
Certificate of Rabbi J. L. Colton, signed under oath in the Superior Court, accepted as proof of age in the case of Mr. Philip Blumenfeld, who is to be appointed as Census Clerk, Grade 1.....	2-11-31
Messrs. C. S. Campbell, J. Cooper, G. Hardie and F. C. Brophy eligible for appt. as Cleaner and Helper, Saskatoon, notwithstanding medical reports. (M-26984-26988-26781-18217).	19-11-31
Evidence not required on re-assignment of Interior lay-offs. (SUB. 67).....	3-12-31
Notarial copies of birth certificates acceptable in connection with permanent appointments in lieu of original birth certificates. (SUB. 67) (see M-26766).	7-12-31
Official birth certificate of Miss Bessie K. Smith, which shows that she was under age at the time she took the examination for Census Clerk, accepted (T&C-S-2734).	11-12-31
William Cockburn considered physically fit to perform duties of Hospital Orderly. (38956G-(VOL. 2)).	22-12-31
Collection of usual evidence in the case of Mr. James A. Malene, Stationary Engineer, to be dispensed with, etc. (PW-CA2-471).....	23-12-31
Case of Mr. Leon Lacasse, Dr. Lalonde to be asked whether or not he considers Mr. Lacasse's mental condition such as to render it unwise to employ him as Cleaner and Helper. (3943G-(VOL. 2)).....	23-12-31
Copies of birth or baptismal certificate certified by a Commissioner of Oaths, a Justice of the Peace, an Alderman, etc., not to be accepted; only originals or notarial copies to be accepted. (SUB. 67).....	13- 1-32
Leon Lacasse's name to remain on eligible list for Cleaner and Helper.....	23- 1-32
Photographic copies of birth certificate to be accepted only under the same con- ditions as a notarial copy. (T&C-S-3322).....	17- 2-32
Collection of evidence to be dispensed with in case of Norman Cullabine, temporary Postal Helper (P.T.), Toronto. (PO-C49-3328).....	7- 3-32

CIVIL SERVICE COMMISSION—EVIDENCE—*Continued*

	Date of Minute
Medical report, as it now stands, in connection with employment of Jack Morrow as Postal Helper (P.T.) Vancouver, B.C., accepted and a more careful checkup to be made later should Mr. Morrow qualify for permanent appointment. (PO-C51-3002).	15- 3-32
Evidence submitted in connection with employment of John Hanna as seasonal or permanent Elevator Operator accepted and Mr. Hanna declared eligible for employment in above capacity. (PW-CA-2-421T).	16- 3-32
Recommendation that original birth certificates be returned to the candidates, etc. (SUB. 67).	18- 3-32
Finger prints of Clerks temporarily employed for short periods in connection with the flotation of new loans not to be taken. (67-1).	21- 3-32
Appt. of Joseph Oullett and testimonials of character, etc. (MA-CL-555).	21- 3-32
Case of James J. Donnelly to be investigated regarding character reference. (M-26425).	31- 3-32
Mr. Alfred Murphy not required to furnish evidence as to health. (ND-CE-521)	16- 4-32
J. E. Leclerc, Immigration Hall Caretaker (Part Time), Falher, Alta., exempt from furnishing finger prints, etc. (T&C-W-201).	6- 5-32
Mr. W. R. Rowley's file considered in order regarding proof of character and habits. (T&C-E-117T).	9- 5-32
Testimonials of character for Jules A. Veilleux considered and a certificate issued for his employment. (C-13D-153).	18- 5-32
Testimonials of character and habits of James Cross considered in order. (PH-PMo-3038).	21- 5-32
George Edward Jones physically fit for appointment.	21- 5-32
Pius McDonald exempt from furnishing evidence for the time being. (C-10D-365T)	21- 5-32
Physical condition of Frank E. Williams not considered such as to prevent his permanent appointment as Prison Steward. (J-P-1043).	25- 5-32
Medical certificate furnished by Dr. R. Mayrand in connection with the permanent appointment of J. F. E. Bobiel as Jr. Radio-telegraph Operator, to be accepted although not made out on regular form. (MA-R-473).	27- 5-32
Alfred J. Wilcox exempt from furnishing usual evidence in connection with his temporary employment as Watchman. (ND-C-3011).	1- 6-32
Collection of evidence respecting Wm. F. Hales of Bigsby Island, Ont., dispensed with. (C-20E-6).	6- 6-32
Collection of evidence respecting A. E. Saltiel of Depot Harbour, Ont., dispensed with. (C-35E-6).	6- 6-32
Medical report on Dr. D. Wallace accepted and Dr. Wallace declared physically fit for permanent appointment as Medical Advisor. (PH-PPT-161).	7- 6-32
Collection of evidence from Miss G. Rosen's former employer to be dispensed with, such person not having answered our inquiry. (PH-PVB-3006).	8- 6-32
Evidence to be collected for perm. appt. of Dr. J. R. West, Veterinary Inspector, as he is engaged on investigational work by the R.C.M.P. and during his absence permanent appointment will likely be made, etc. (AGR-HA-3136)	11- 6-32
Collection of evidence of Elton G. Jones, Asst. Migratory Bird Warden, dispensed with. (INT-DP-3113).	17- 6-32
Collection of evidence of W. J. Bracey, Cleaner and Helper, Ottawa, not to be obtained unless he should be made permanent later. (PW-CA2-198).	17- 6-32
Minute of February 26th, 1931, to apply also to rejections on probation. (OS-28790).	14- 7-31
Temporary certificate to be issued for the employment of Arthur Dauphinais as Prison Guard notwithstanding the favourable report of the third referee owing to satisfactory reports having been received from two other referees. (J-P-3514)	9- 2-33
Collection of evidence in case of Mr. Thomas S. Chutter, Customs Excise Examiner, Boundary, B.C., dispensed with unless perm. appt. to be made. (C-8K-51).	18- 6-32
Collection of evidence in case of Mr. Louis Laronde, New Westminster, B.C., dispensed with unless perm. appt. is to be made later on. (C-8K-48).	18- 6-32
Collection of evidence of Mr. L. H. Bagg, Customs Excise Examiner, New Westminster, B.C., dispensed with unless perm. appt. is to be made. (C-8K-50).	18- 6-32
Collection of evidence of W. C. Moir, Customs Excise Enforcement Officer, Huntsville, Ont., dispensed with. (C-30E-8).	18- 6-32
Collection of evidence in case of S. McT. Jackson, Customs Excise Enforcement Officer, Bala, Ont., dispensed with unless in case of perm. appt. at later date. (C-30E-6).	18- 6-32
Collection of evidence as to character, habits, etc., dispensed with in connection with temp. employment of John Hudson, Customs Excise Enforcement Officer, Lake Joseph, Ont. (C 30E-9).	29- 6-32

CIVIL SERVICE COMMISSION—EVIDENCE—*Continued*

	Date of Minute
Dept. of N.R. to be advised regarding a previous conviction of Mr. X and, if willing to employ him, Mr. X to be advised that the Dept. is aware of his past record and that the first irregularity might result in his rejection. (C-11K-5)	4- 7-32
Collection of evidence in case of Marshall Smith, temp. Jr. Fruit & Veg. Inspector, but to be obtained should he be made perm. (AGR-F-3065).....	9- 7-32
Collection of evidence in case of George Potheary as temp. Jr. Fruit & Veg. Inspector, B.C. (AGR-F-3173).....	9- 7-32
Collection of evidence in case of Reginald Victor Downton as temp. Fruit & Vegetable Inspector, Haney, B.C. (AGR-F-3193).....	9- 7-32
Collection of evidence in connection with the temp. employment of Edward B. Ellis, O.A.S., as Jr. Fruit & Veg. Inspector. (AGR-F-3084).....	12- 7-32
Collection of evidence in case of Miss Daisy E. Picken, temporary Stenographer, Gr. 2, to be dispensed with. (AGR-A-3027).....	13- 7-32
Collection of evidence in connection with temp. employment of Mr. Johny Jones as Customs Excise Enforcement Officer, to be dispensed with. (C-13D-116).....	14- 7-32
Collection of evidence in connection with temp. employment of Mr. Alfred Cormier as Customs Excise Enforcement Officer, to be dispensed with. (C-13D-158)..	14- 7-32
Collection of evidence in connection with temp. employment of A. N. Eames as Customs Excise Enforcement Officer, Herschel Island, Y.T., to be dispensed with. (C-2H-46).....	20- 7-32
Collection of evidence in case of Edward James Muir, Jr. Fruit & Vegetable Inspector, to be dispensed with, etc. (AGR-F-3115).....	26- 7-32
Collection of evid. to be dispensed with in connection with the temp. employment of Philip E. Tregunne. (AGR-F-3118).....	27- 7-32
Collection of evidence to be dispensed with in connection with the temp. employment of William Dawson, Jr. Fruit & Veg. Insp. (AGR-F-3272).....	27- 7-32
Collection of evidence to be dispensed with in connection with the temp. employment of Newton James, Jr. Fruit & Veg. Insp. (AGR-F-3136).....	27- 7-32
Collection of evidence to be dispensed with in connection with the temp. employment of Mr. Ashley B. Shatford as Jr. Fruit & Veg. Insp. (AGR-F-3209)....	27- 7-32
Birth certificate of Mr. W. J. C. Smith to be returned to him, a copy being retained. (J-P-3345).....	11- 8-32
Evidence of Mr. Cyril H. Appleby considered complete without finger prints, it being reported that the finger prints obtained were too blurred to permit of classification and the Dept. being unwilling to go to the expense of obtaining new finger prints. (C-16A-1).....	12- 8-32
Mr. N. A. Regnier's temp. employment as Customs Excise Examiner, Lacolle, P.Q., in view of the favourable recommendation of the Sub-Collector, etc., notwithstanding other testimonials submitted.....	17- 8-32
<i>Re</i> Checking of the antecedents of all recent appointees to positions of Prison Guard in the New Westminster Penitentiary by the R.C.M.P. etc. (5-J-P)..	24- 8-32
Dr. X, Veterinary Inspector, to furnish evidence on his sobriety, should he apply for re-employment in any capacity. (OS-22585).....	6- 9-32
The original birth certificate of Miss M. M. R. Williams, sent to the Dept. of P. & N.H. and a photostate copy of same to be accepted from the Dept. in lieu of original. (PH-PCa-48).....	12- 9-32
Collection of evidence dispensed with for the present in connection with the temp. appt. of F. H. Hand as Asst. Resident Engineer, Beauharnois, P.Q. (R & C-A-3025).	12- 9-32
Collection of evidence dispensed with in the case of persons who are employed in the R.C.M.P. in connection with the policing of the Province of Saskatchewan until such time as the positions are filled by open competition. (RCMP-A-3060).....	15- 9-32
Medical exam. in case of Miss A. McCavour to be dispensed with for the present but to be insisted upon before her assignment to any other position or in the event of her permanency being recommended by the Dept. of Trade and Commerce. (T & C-S-275).....	19-10-32
Investigation by R.C.M.P. into recent appointees to positions of Prison Guard in B.C. Penitentiary and of those on eligible lists to be extended to cover recent appointments to all prisons and also all eligible lists of Prison Guard. (5-J-P)	25-10-32
When employees resign or are dismissed from the Service before the evidence in connection with their per. appt. is completed, a temporary certificate to be issued to cover the period of employment without collecting further evidence and the names of such persons removed from the Perm. E.L. for the class of position in question. (SUB. 10).....	26- 2-31

CIVIL SERVICE COMMISSION—EVIDENCE—Continued

Date of
Minute

Temporary certificate to be issued for employment of Arthur Dauphinais as Prison Guard notwithstanding the unfavourable report of the third referee, owing to satisfactory reports having been received from two other referees. (J-P-3514).	9- 2-33
Taking of finger prints dispensed with in cases of Messrs. W. B. Morris of safety Cove, B.C., and Frank B. Goodenough of Rivers Inlet, B.C., in view of these places being isolated points. (C-13K-3054 and 3053)	
Temporary employment of J. Kendall approved as Prison Guard notwithstanding report on past history.	13- 4-33
Temporary employment of T. A. Reynolds approved as Prison Guard notwithstanding report on past history. (J-P- 3237)	10- 4-33
Temporary employment of G. Devore approved as Telegraph Operator, Selkirk, Y.T., notwithstanding non-naturalization.	10- 4-33
R.C.M.P. to be asked to investigate charges made against Mr. Samuel Boond, Fisheries Inspector, Grade 2, Pender Harbour, B.C. (FS-D-234)	9- 5-33
No further evidence to be collected for Penitentiary appts. (J-P-359) etc.	19- 5-33
Collection of evidence in case of L. P. Rundle dispensed with. (R&C-WC-3088)	31- 5-33
Collection of evidence in case of Joseph Lowe dispensed with. (R&C-WC-175)	31- 5-33
Birth certificate of Olive Roper to be returned because it covers her brother's birth also. (M-32027)	17- 8-33
Collection of evidence in the following cases to be dispensed with:—	
J. S. Grist (F-T-3028)	John R. McElroy (F-T-3031)
James Parsons (F-T-3029)	J. R. Whitridge (F-T-3032)
Bernard O'Neil (F-T-3030)	T. R. Jenner (F-T-3033)
P. Ridings (F-T-3034)	Michael Baran (F-T-3035)
	2- 8-33
Birth certificate of Miss M. D. Hemsworth to be returned because it also covers her sister's birth. (M-32038)	17- 8-33
Case of Roland Stewart to be further considered if there is any question of placing him in a permanent position at a later date. (PW-CA3-1054)	8- 9-33
Temporary employment of John Dailleboust approved notwithstanding one favourable character reference. Case to be reviewed if permanency is under consideration. (1A-1A4-3012)	15- 9-33
Evidence in connection with the appt. of Mr. George Currie, OAS, Caretaker, L.S., Georgetown, P.E.I., considered complete. (PW-CA3-1)	28- 9-33
Evidence dispensed with in connection with absorption from Provincial to Federal Service, Department of Agriculture. (AGR-E-493, 499, 498, 497, 496)	19-10-33
Birth certificates may be returned when employee has left Service. (See A. Vogt-Os-39835)	13-11-33
Taking of finger prints in case of Arthur R. Yaxall, caretaker, Buffalo Air-Station, Fitzgerald, Alta., dispensed with owing to the isolated local of the position. (ND-CE-3249)	15-11-33
Taking of evidence to be dispensed with in the case of Harry F. Olds, District Insect Pest Investigator, Gr. 2, Vancouver, B.C., because his position is exempt from the C.S. Act, etc. (AGR-E-492)	17-11-33
The practice of asking for character references as soon as the eligible list is established to be discontinued, etc., owing to the limited number of appointments which are being made. (SUB.67)	18-12-33
Certificates to be issued for the employment of Jr. Fruit & Veg. Inspectors in positions AGR-F-3473, 3474, 3476, 3477, 3475, 3470, 3479, 3478, 3315, 3472, without waiting for evidence of character and habits, owing to the fact that the employees have been working since October and have not been paid.	21-12-33
Collection of evidence in case of Miss Mildred Rundle, Graduate Nurse, Aklavik, N.W.T., dispensed with on account of the isolated location in which she is employed. (INT-NT-134)	3- 1-34
Personal investigation to be made by Mr. Daley into case of Albert Wood, caretaker, Lindsay, Ont. (ND-CE-3124)	16- 2-34
Overseas eligibles on Graduate Nurse list to be re-examined by Dept. of P.&N. H. immediately preceding consideration of appt.	21- 4-34
Owing to evidence regarding physical condition of Peter Sim, his appointment as Lay Inspector not to be considered. (M-12742)	20- 6-34
Original birth certificate of Miss M. F. Dobier, now Mrs. H. W. Cannell, to be returned to her and a copy retained for our records. (OS-42342)	30- 6-34
Collection of evidence in case of Miss Alice Brown, Nurse, Shingle Point, waived in view of the isolated district in which she is employed. (INT-NT-3041)	6-10-34

CIVIL SERVICE COMMISSION—EVIDENCE—*Continued*

	Date of Date of
Original birth certificates to be returned on request, to employees who have left Service, copies to be retained on file. (SUB.31-(VOL.2).....	9-11-34
Collection of evidence in case of Colonel T. D. Young, London, Eng., dispensed with. (AGR-HA-3099).....	27- 5-35
Collection of evid. <i>re</i> character dispensed with in the case of Sisters Margaret Lachambre and Albertine Aubertin, Graduate Nurses, N.W.T., Aklavik and Fort Smith in view of isolated districts in which nurses are employed. (INT-NT-3069 and 3067).....	31- 5-35
Collection of evid. dispensed with in the case of Miss G. D. Somers, N.W.T. Shingle Point, N.W.T., in view of the isolated district. (INT-NT-3041).....	7- 7-35
Collection of evid. dispensed with in case of George Taylor, Charlton Island, in view of his location, until question of perm. appt. comes up. (MA-H- 3033)..	15- 6-35
Appt. of H. R. Watson as Hospital Orderly cancelled until proof of active service overseas is furnished. (PH-PMo-290).....	18 - 7-35
Mr. E. G. Beaver appointed as Fisheries Inspector notwithstanding character references. (FS-40906).....	15- 8-35
Mr. X appointed Fire Ranger notwithstanding criminal conviction. (1A-1A4-3010)	15- 8-35
William R. McConnell disqualified for position of Customs Excise Ex. Bridgeburg, Ont., by report from Mayor of Fort Erie. (C-5E-46).....	29- 7-35
Evidence dispensed with in the case of Edwin Ashby, Montreal, but to be asked to submit to the usual medical examination. (AGR-HA-150).....	18-10-35
Collection of evidence dispensed with in the case of J. C. D'Aoust Egg Inspector, Hull, P.Q., etc. (AGR-LS-545).....	16-10-35
Collection of evidence dispensed with in the case of Herbert Walsh, Egg Inspector, Stratford, Ont., etc. (AGR-LS-561).....	16-10-35
Collection of testimonials, etc., dispensed with in the case of J. W. Hedgecoe, Egg Inspector, New Brunswick, etc. (AGR-LS-537).....	17-10-35
Ticket scalping not considered cause for disqualification. (See case of H. L. Feldman.- C50E-333T).....	15-11-35
Requirements outlined in connection with appointments under Sec. 23. (SUB. 67)	7-12-35
Collection of evidence in case of Walter Hill dispensed with. (HC-C-46).....	17- 1-36
Copies of birth and baptismal certificates to be accepted if certified by Deputy or Departmental official.	1- 4-36
Collection of evidence dispensed with in case of James Williams, Halifax. N.S. (ND-DH-71).....	22- 4-36
Collection of evidence dispensed with in case of F. R. Luckham, Caretaker, Part time, Watford, Ont. (PW-CA3-1566).....	25- 6-36
Messrs. Daley and Gosselin to submit report re possibilities of collecting evidence for eight or ten candidates before assignment in order to avoid delay in certifying. (SUB. 67-(DUP)).....	12- 8-36
Collection of evidence dispensed with in the case of candidates employed in the field with survey parties. (SUB-67-(DUP. 2)).....	18- 8-36
Evidence not to be collected for candidates employed in the fields with survey parties. (SUB. 67-(DUP. 2)).....	2- 9-36
Medical certificates to be obtained from eligibles for veterinary Inspector as soon as their appointment seems to be imminent. (67-AGR).....	29-10-36
Medical examination of postal candidates to be carried out at the oral exam. by an officer of Department of P. & N. H. (73-PO-(DUP 2)).....	30-10-36
Proof of age to be required in connection with all appts. but where no age limit is specified proof to be obtained after appt. (SUB. 67-(VOL. 2)).....	5- 1-37
Candidates whose character is above reproach to be given preference over any who have been convicted of a criminal offence. (SUB. 5-(DUP.)).....	13- 2-27
Decision of January 5 amended. Proof of age to be required only where age limits are specified, or where such proof is considered necessary. (SUB. 67-(VOL. 2))..	25- 3-37
Declaration from cantor of synagogue accepted as proof of age. (See case of S. Reznick—C-10D-3128).....	30- 3-37
Refusal of Miss I. F. E. Schafer to take oath of allegiance. (M-42005).....	31- 3-37
Proof of age to be required only for perm. appt. or for temp. appt. coming within Minute of March 25. (SUB. 67-(VOL. 2)).....	1- 4-37
Oath of allegiance waived in case of Miss I. F. E. Schafer. (M-42005).....	22- 4-37
Dr. J. H. Lapointe appointed as Medical Examiner replacing Dr. J. L. Chabot. (SUB. 67-(VOL. 1)).....	13- 4-37
Procedure laid down for appt. of Railway Mail Clerks from Postal Clerk List and provision made for medical examination of prospective appointees to Railway Mail Service. (73-PO-(VOL. 2)).....	17- 6-37

CIVIL SERVICE COMMISSION—EVIDENCE—*Concluded*

	Date of Minute
Collection of evidence for appt. of Dean A. M. Shaw as Director of Marketing, Dept. of Agriculture, dispensed with.....	25- 5-37✓
Investigation re G. K. Willoughby to be made by Retail Credit Company. (OS-48926).	15- 7-37
Rules laid down by P.O. Dept. in connection with eligibles with criminal record to be taken into consideration on so far as appt. to that Dept. is concerned. (PO-C49-3266).	22- 9-37
Medical certificates on which questions are raised as to fitness, to be reviewed by P. & N. H. with a statement of the duties before them. (47-3).....	22-11-37
Sec. of State asked to appoint new medical examiners for other districts of the city than those now covered. (SUB. 67-(VOL. 2)).....	9-12-37
Where there is a bad past record, investigation as to present status to be made only after success at exam., and candidate to be automatically disqualified if reports received are unsatisfactory, (J. A. Mooney-M-56341).....	14-12-37

24
525
CA1 XC2
- 38C58

SESSION 1938
HOUSE OF COMMONS

SPECIAL COMMITTEE

ON THE OPERATION OF THE

Quake
CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 15

TUESDAY, MAY 10, 1938

WITNESS

Mr. C. H. Bland, Chairman, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

TUESDAY, May 10, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present were:—Messrs.: Boulanger, Deachman, Fournier (*Hull*), Glen, Golding, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeill, Marshall, Mulock, Pouliot, Spence, Stewart and Tomlinson.—16.

The Clerk was instructed to send to Mrs. F. C. Betts a wire expressing the sympathy of the Committee in her bereavement.

Owing to the funeral of Major F. C. Betts, M.P., taking place to-day it was agreed to have only a short routine meeting and adjourn.

Mr. C. H. Bland, Chairman of the Civil Service Commission, was recalled.

Witness tabled a certified copy of Order in Council P.C./1053 dated June 29th, 1932, *re* exemption of certain positions from the Civil Service Act.

Witness was instructed to have the list which he submitted of positions exempted from the Civil Service Act arranged according to Departments, and to eliminate from said list positions which are now obsolete. Copies of this revised list to be supplied to members of the Committee.

Witness also tabled a list showing a number of employees at present in the service whose permanency was not effected under blanketing regulations of 1920-27.

As the information contained in this list does not include the House of Commons or the Senate the Clerk of the Committee was instructed to interview the Clerk of the House of Commons and the Clerk of the Senate to get that information.

Witness submitted a list showing the staff of the Civil Service Commission as of February, 1938, under the following classes: Permanent, Temporary, Male, Female, O.A.S., non-O.A.S., by Classes, Male and Female, by Ages, and Total. (*To be printed as Appendix No. 1 to this day's evidence.*)

Witness submitted a list showing Assignments of Government Departments to Investigators. (*To be printed as Appendix No. 2 to this day's evidence.*)

Witness submitted a list of Departmental Officials whom the Organization Branch of the Commission have met officially during 1937. (*To be printed as Appendix 3 to this day's evidence.*)

A Statement of Orders in Council, Treasury Board Minutes and other directions affecting administration of the Civil Service Act, which was forwarded by the Deputy Minister of Finance, was ordered printed as Appendix No. 4 to this day's evidence.

Witness submitted a list showing the number of permanent employees of the Department of the Interior whose positions disappeared as a result of the return of the Natural Resources to the Provinces; also the number of those re-established in the Service. (*To be printed as Appendix No. 5 to this day's evidence.*)

Chart showing the staff of the Civil Service Commission as to Organization and Establishment as of February, 1938, was ordered printed as Appendix No. 6 to this day's evidence.

Witness retired.

Mr. Fournier gave notice that at the next meeting he would move,—

“That the Committee submit to the House an interim report as follows: Your Committee recommends that Standing Order No. 63 be amended by adding to the list of Committees mentioned therein a Committee on Civil Service.”

On motion of Mr. Lacroix the Committee adjourned to meet again Thursday, May 12th, at 11 o'clock, a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 278,

May 10, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m. The Chairman, Mr. J. F. Pouliot, presided.

The CHAIRMAN: Yesterday, gentlemen, I thought it was my duty to pay a tribute in your name, as well as my own, to our late colleague, Major Betts. He was an active and valued member of this committee, and we share the sorrow of his family.

It seems that our first duty should be to instruct Mr. Doyle, the clerk, to telegraph Mrs. Betts, his wife, our most profound sympathy, the sympathy of the House of Commons committee on civil service, and to tell her that we share her sorrow and that of her dear little daughter.

On account of the bereavement to this committee, because I feel that the passing of a member is mourning for us all, I would suggest that we have just a routine meeting this morning in order to table some papers, and then adjourn. There is a double reason for that, as to-day is the day on which the funeral of our late friend will take place in London, and because several members of the committee are in London for the funeral.

Is that agreeable, gentlemen?

Some Hon. MEMBERS: Yes.

The CHAIRMAN: Mr. Bland, will you please come forward?

C. H. BLAND, Chairman, Civil Service Commission, recalled.

By the Chairman:

Q. Mr. Bland, will you table a copy of this order in council?—A. I will table with the committee, Mr. Chairman, certified copy of order in council P.C. 1053, dated June 29, 1922, exempting certain classes of positions from the operation of the Civil Service Act.

Q. You have distributed to the members a list of the positions exempted from the Civil Service Act. Could you have that list arranged by departments?—A. Yes, Mr. Chairman.

Q. And in case some exempted positions are for several departments, will you please have that indicated also?—A. Yes, I will be glad to do that.

Q. And you may probably send some stencilled copies of that list to each member of the committee?—A. Would it be of any help to the committee, Mr. Chairman, if I were to eliminate from that list positions that are now obsolete?

Q. Exactly. You do not need that list?—A. No, sir, I have one.

By Mr. Hartigan:

Q. When you say "obsolete," what do you mean by that; that they have been combined with other positions?—A. A case in point, Dr. Hartigan, would be a position on the original radio commission. The radio commission has passed out of the picture and I did not see any sense in incorporating those.

Q. Where formerly there were two classifications and now they are lumped together? For instance, I will give you a case in point, a lighthouse keeper?—A. I think you had better leave them in.

Q. Yes, that is what I had in mind because they were formerly included.—A. I had only in mind positions that had absolutely disappeared.

By the Chairman:

Q. Will you please take a note of that?—A. Yes, I will, sir.

Q. Here is a list of a number of employees at the present time in the service whose permanency was not affected under the blanketing regulations of 1920-27.

—A. I would like to table that list with the committee. The list was prepared at the request of the committee in order to indicate the number and nature of the positions occupied by persons who might have been blanketed in in the early twenties, but who were not blanketed in, and whose permanent status I recommended in the course of my evidence before this committee.

Q. Did you get in touch only with the four departments mentioned there, agriculture, national defence, and so on?—A. No, sir, I got in touch with every department. These are the only ones in which there are names remaining from the original list. In a great many cases, since 1926, by legislation or otherwise, employees have been made permanent, so that a great many of these original temporary employees have been provided for. These are the remnants.

Q. You did not get in touch with the clerk of the House of Commons nor with the clerk of the Senate?—A. I will have to check that, sir. I doubt if the original list covered the House of Commons or the Senate.

Q. Therefore, it might be better to ask Mr. Doyle to get in touch with the clerk of the House and the clerk of the Senate to have that information for both departments?—A. I think that would be desirable.

The CHAIRMAN: Do you agree with that, gentlemen?

Some Hon. GENTLEMEN: Yes.

The CHAIRMAN: Therefore, is it your pleasure, gentlemen, to have that list published in the report of to-day?

Some Hon. MEMBERS: Yes.

The WITNESS: Mr. Chairman, if I might be permitted to offer a suggestion, only as a suggestion, I would say that this list which I have just tabled contains only the names and number of positions in the service. I am inclined to think, if that list is printed as it is, it will result in a flood of inquiries coming to the committee as to who the incumbents of the positions are. I could get that further information, but I suggest it might be wiser to defer the printing until that is available.

By the Chairman:

Q. Will you please table this list showing the personnel of the Civil Service Commission, the number of male and female employees, and the number of permanents and temporaries?—A. Yes, Mr. Chairman. I also wish to table this summary of the employees of the Civil Service Commission, indicating whether they are permanent or temporary, male or female, returned soldier or otherwise, classification and age.

The CHAIRMAN: That will be No. 1.

Q. Mr. Bland, will you please table these two other lists?—A. The first list is a table showing the assignment of government departments to various members of the organization branch of the commission staff. The second table is a statement of the departmental officials whom the members of the organization branch staff have met officially during 1937.

The CHAIRMAN: Those will be numbered 2 and 3. Mr. Doyle has received from the secretary of the treasury board, who is also the Deputy Minister of Finance, a list or a statement of orders in council, treasury board minutes and other directions affecting the administration of the Civil Service Act from June 14, 1932. It contains three pages, and we will make that No. 4.

[Mr. C. H. Bland.]

By the Chairman:

Q. Mr. Bland, will you please table as No. 5 a list of the Interior lay-offs?

—A. I table this statement showing the number of persons laid off from the Department of the Interior and the number who have been placed in other positions as well as the number who are still available.

Q. And will you please table a list of the married women in the service?—

A. I table this list.

The CHAIRMAN: Is it your pleasure, gentlemen, that we should have these papers published as an appendix to the report of this committee with a chart of the Civil Service Commission?

Agreed.

By Mr. Tomlinson:

Q. In connection with the list of married women, is there any indication there as to whether they are separated from their husbands or not?—A. Yes, there is, Mr. Tomlinson.

Mr. GLEN: Mr. Chairman, I presume Mr. Bland will be on the witness stand again in connection with the different items that were asked for by the committee. I was just wondering where we go from there with Mr. Bland. Would it be well to get some idea as to the number of witnesses we might have to hear in connection with organizations with a view to closing out and making our report?

The CHAIRMAN: Mr. Glen, in the first place, I would like to hear Mr. Foran about some information that I have asked for regarding the examination passed by his son. He was 234th on the list, and what I want to have is the number of his marks, the number of marks required to pass that examination, and I also want to know if the 233 that were before him on the list got positions or were assigned to any positions before Mr. Foran, Junior, got his position. I want that information.

Mr. GLEN: Perhaps you misunderstood me, Mr. Chairman.

The CHAIRMAN: No; I am coming to what you have said. That is the first point. Secondly, I have one question to ask Mr. Foran with regard to the Beauceville East case which is on record. Thirdly, we might ask Mr. Bland for some information about the personnel of the commission after the members have had an opportunity to go through the information which has been tabled.

Mr. GLEN: Mr. Chairman, what I had in mind was not the matter of individual witnesses. For instance, there have been requests made by several organizations that they would like to make submissions to the committee, the postmasters' association, for one, and I think the Professional Institute have also asked permission to make a presentation, after we were through with Mr. Bland from the commission point of view. Then there were questions asked of the deputy ministers, and my thought was that perhaps we might adopt some method of procedure as to who should appear before the committee to make their submissions, and thereafter close out the committee and make our report.

I think perhaps we have got to the point now where we have a good deal of information regarding the operation of the civil service. It might be well now just to know where we are going from here. I might make the suggestion that the sub-committee be called together for the purpose of discussing procedure before the committee.

The CHAIRMAN: Well, gentlemen, the matter that has been tabled to-day deserves quite a lot of consideration, and it will surely be enough for the next sitting, and after we are through with that, probably during the last half hour of the next sitting, we might decide what we are going to do in the future.

Mr. GLEN: Quite.

The CHAIRMAN: But a very good thing would be to check the Act with Mr. Bland to see what suggestions can be made. But if you prefer, gentlemen, to hear the professional organizations, we cannot overlook the returned men; and if we enter upon that field we will probably have no time to go through the Civil Service Act.

And may I direct your attention, gentlemen, to the matter which has been published as an appendix. I did so before the recess. I hope that you will have the time to go through that. It is of vital importance because it is a summary of all the rulings of the Civil Service Commission, and I will try to obtain a summary of the rulings of the Department of Justice.

Mr. TOMLINSON: Mr. Chairman, I understand that Mr. Bland now has his statement in connection with the smaller or more or less unimportant positions that are now under the service. We decided at our sub-committee that the matter should be referred back to the main committee for that statement, the sub-committee then to complete a recommendation to the main committee when that was to be dealt with.

By the Chairman:

Q. Is that ready, Mr. Bland?—A. I could deal with that at the next meeting, if you wish, Mr. Chairman.

The CHAIRMAN: That is very good. Is that satisfactory to you, Mr. Tomlinson?

Mr. TOMLINSON: Yes.

Mr. FOURNIER: Mr. Chairman, before concluding I had in mind to move before the committee that an interim report be made to the House recommending that a standing committee on civil service matters should be created. The regulations of the House should be amended to include one more item—I have not in mind the regulation—by which there would be a standing committee on civil service matters which could sit as do other committees of the House, such as the railway committee, or any other standing committee. I do not believe that in one session we can go over and cover the field of all the activities of this commission; and that we should have at each session a committee which would sit on appointments and promotions within the preceding year.

I have not drafted that motion, but it could be prepared for the next meeting. This is in the nature of a notice of motion which I am giving this morning, and if it is agreeable to the committee I will have prepared this motion so that an interim report could be submitted to the House on this question.

Mr. BELANGER: Mr. Chairman, what Mr. Fournier asks already exists. If you read the report of the civil service committee of 1932 you will see in the report a recommendation for a permanent standing committee on civil service. The report of the 1932 committee was concurred in by the House, and there was a vote on it. I do not know why that committee was never set up. It was not set up in 1933, 1934, 1935, 1936 or 1937. At the beginning of each session—I do not know whether it is called a special committee—there is an organization which strikes the personnel of the standing committees, and that organization has never had any instructions to set up a permanent civil service committee, which was authorized by the House in 1932.

Mr. FOURNIER: I am not very conversant with the rules, but I understand there is a parliamentary rule which indicates the names of the permanent standing committees.

The CHAIRMAN: Select standing committees.

Mr. FOURNIER: Select standing committees. But in this list there is no mention of a standing committee on civil service matters.

[Mr. C. H. Bland.]

Mr. BELANGER: But it should have been on the list because it has been authorized by the House. You will find that in the journals of the House for the 1932 session.

Mr. FOURNIER: I have seen the report of 1932. The special committee recommended that a standing committee be created, but no action followed that report. So I think we would have to go back to the House and ask that the rules be amended to include this standing committee.

Mr. BELANGER: There is no harm in making the request again.

Mr. LACROIX: Mr. Chairman, I move the adjournment of the committee.

The CHAIRMAN: Gentlemen, we will now adjourn to meet again on Thursday.

(At 11.30 a.m. the committee adjourned until 11 a.m. Thursday, May 12, 1938.)

APPENDIX No. 1

CIVIL SERVICE COMMISSION AS OF FEBRUARY, 1938

Total number of employees.. . . .	232
Permanent.. . . .	150
Temporary.. . . .	82
Male employees.. . . .	97
Female employees.. . . .	135
O. A. S.. . . .	16
Non-O. A. S.. . . .	216

BY CLASSES, MALE AND FEMALE

Class	Male	Female
Civil Service Commissioner.. . . .	3	..
Secretary, Civil Service Commission.. . . .	1	..
Assistant Secretary, English.. . . .	..	1
Assistant Secretary, French.. . . .	1	..
Chief, Organization Branch.. . . .	1	..
Assistant Chief, Organization Branch.. . . .	1	..
Investigator, Organization Branch, Grade 3.. . . .	4	..
Investigator, Organization Branch, Grade 2.. . . .	1	..
Investigator, Organization Branch, Grade 1.. . . .	2	..
Civil Service Examiner, Grade 4.. . . .	1	..
Civil Service Examiner, Grade 3.. . . .	5	..
Civil Service Examiner, Grade 2.. . . .	3	3
Chief Clerk.. . . .	1	..
Supervisor, Examination Branch.. . . .	..	1
Civil Service Printer.. . . .	1	..
Assistant Civil Service Printer.. . . .	1	..
Senior Translator.. . . .	..	1
Departmental Accountant, Grade 1.. . . .	..	1
Secretary to Executive.. . . .	1	2
Draftsman.. . . .	1	..
Clerk, Grade 1.. . . .	14	8
Clerk, Grade 2.. . . .	10	7
Clerk, Grade 3.. . . .	2	12
Clerk, Grade 4.. . . .	7	8
Principal Clerk.. . . .	..	3
Head Clerk.. . . .	2	..
Stenographer, Grade 1.. . . .	4	42
Stenographer, Grade 2.. . . .	1	20
Stenographer, Grade 3.. . . .	..	7
Typist, Grade 1.. . . .	..	12
Typist, Grade 2.. . . .	..	4
Special Typist, Grade 3.. . . .	..	3
Office Boy.. . . .	28	..
Senior Messenger.. . . .	1	..
	<hr/> 97	<hr/> 135

SPECIAL COMMITTEE

BY AGES

Age	Male	Female	Total
17..	7	—	7
18..	12	—	12
19..	6	2	8
20..	3	1	4
	<hr/> 28	<hr/> 3	<hr/> 31
21..	2	12	14
22..	1	13	14
23..	3	15	18
24..	2	7	9
25..	9	3	12
	<hr/> 17	<hr/> 50	<hr/> 67
26..	2	2	4
27..	5	2	7
28..	1	4	5
29..	4	8	12
30..	1	6	7
31..	1	4	5
32..	5	2	7
33..	1	3	4
34..	1	2	3
35..	1	3	4
	<hr/> 22	<hr/> 36	<hr/> 58
36..	—	5	5
37..	1	3	4
38..	2	2	4
39..	1	—	1
40..	—	2	2
41..	—	3	3
42..	3	4	7
43..	2	3	5
44..	—	1	1
45..	3	5	8
	<hr/> 12	<hr/> 28	<hr/> 40
46..	2	3	5
47..	2	4	6
48..	—	3	3
49..	4	3	7
50..	—	1	1
51..	4	1	5
52..	2	1	3
53..	—	—	—
54..	1	—	1
55..	—	—	—
	<hr/> 15	<hr/> 16	<hr/> 31

BY AGES—*Concluded*

Age	Male	Female	Total
56..	—	1	1
57..	—	—	—
58..	—	1	1
59..	1	—	1
60..	—	—	—
61..	—	—	—
62..	1	—	1
63..	—	—	—
64..	—	—	—
65..	—	—	—
66..	1	—	1
	<hr/>	<hr/>	<hr/>
	3	2	5
	<hr/>	<hr/>	<hr/>
	97	135	232

APPENDIX NO. 2

ASSIGNMENT OF DEPARTMENTS TO INVESTIGATORS

Mr. Gilchrist

Civil Service Commission.
National Revenue (except Excise Tax).

Mr. Medland

Board of Railway Commissioners.
Governor General's Secretary.
Justice (assisted by Mr. Hawkins).
Labour (assisted by Mr. Hawkins).
Pensions and National Health.
Canadian Pension Commission.
Public Works (including Chief Engineer's Branch).
Royal Canadian Mounted Police.
Secretary of State (assisted by Mr. Hawkins).
Superintendent of Bankruptcy, Department of Finance.
Trade and Commerce (except Bureau of Statistics), (assisted by Mr. Hawkins).
Transport (except Civil Aviation).

Mr. Cole

Archives.
External Affairs.
Fisheries.
Insurance.
Mines and Resources.
 Purchasing Branch (page 2 of Schedule).
 Lands, Parks and Forests Branch.
 Surveys and Engineering Branch.
 Indian Affairs.
 Immigration and Colonization.
National Defence.
Royal Canadian Mint.
Civil Aviation, Department of Transport.

ASSIGNMENT OF DEPARTMENTS TO INVESTIGATORS—*Concluded**Mr. Jackson*

Agriculture.

Mines and Resources.

Administrative (except Purchasing Branch).

Mines and Geology Branch.

Post Office.

Soldier Settlement of Canada.

Mr. Boutin

Auditor General.

Bureau of Statistics.

Finance.

Excise Tax Branch, National Revenue.

Financial Branch, Post Office Department.

Public Printing and Stationery.

All accounting positions.

Mr. Hawkins

House of Commons.

Library of Parliament.

Privy Council.

Senate.

Assists with Customs (National Revenue).

Justice (assists Mr. Medland).

Labour (assists Mr. Medland).

Secretary of State (assists Mr. Medland).

Trade and Commerce (assists Mr. Medland).

Mr. Whitfield

General office work—assisting Mr. Medland.

Mr. Treble

General assistance in office work.

APPENDIX No. 3

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR
1937*Mr. Boutin*

Auditor General—

A. H. Brown, Assistant Auditor General.

R. S. Glass, Chief Supervisor of Audit.

Finance—

W. C. Ronson, Assistant Deputy Minister.

Watson Sellar, Comptroller of the Treasury.

B. G. McIntyre, Comptroller General.

Post Office—

H. Beaulieu, Secretary and Director of International Services.

H. E. Atwater, Superintendent, Financial Branch.

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR—*Continued*
1937

Trade and Commerce—

J. G. Parmelee, Deputy Minister.

Dominion Bureau of Statistics—

R. H. Coats, Dominion Statistician.

Mr. Cole

Archives—

J. F. Kenney, Archivist, Grade 3.

External Affairs—

N. A. Robertson, First Secretary.

Miss K. A. McCloskey, Chief Clerk, in charge of Personnel.

Finance (Royal Canadian Mint)—

J. H. Campbell, Master, Royal Canadian Mint.

H. E. Ewart, Superintendent, Royal Canadian Mint.

G. V. Howard, Secretary, Royal Canadian Mint.

A. L. Entwistle, Chief Chemist and Assayer.

P. W. Bond, Refinery Superintendent.

Fisheries—

W. A. Found, Deputy Minister.

J. A. Rodd, Director of Fish Culture.

D. H. Sutherland, Division Supervisor of Fisheries, Halifax.

J. Catt, District Supervisor of Fish Culture, Halifax.

Insurance—

G. D. Finlayson, Superintendent of Insurance.

R. W. Warwick, Chief Administrative Assistant.

A. D. Watson, Chief Actuary.

G. C. Gardner, Chief Clerk.

Mines and Resources—

C. W. Jackson, Secretary and Chief Executive Assistant.

W. J. Ford Pratt, Private Secretary and Assistant Secretary and Chief of Personnel.

J. M. Clarke, Chief Clerk, Personnel Branch.

R. A. Gibson, Director, Lands, Parks and Forests.

F. H. Williamson, Controller, National Parks.

R. J. Stead, Superintendent, Parks and Resources Information.

D. R. Cameron, Dominion Forester.

J. M. Wardle, Director, Surveys and Engineering Branch.

J. B. Cannon, General Executive Assistant, Surveys and Engineering Branch.

F. H. Peters, Surveyor General and Chief Hydrographic Service.

J. N. Stinson, Supervising Engineer, Engineering and Construction Service.

J. F. Johnston, Controller and Chief Engineer, Dominion Water and Power Bureau.

L. G. Denis, District Hydraulic Engineer, Montreal.

K. G. Chisholm, District Hydraulic Engineer, Halifax.

F. C. Blair, Director, Immigration Branch.

A. L. Joliffe, Commissioner of Immigration.

Miss F. A. Morgan, Head Clerk, Personnel Section.

H. M. Grant, Supervising Immigration Inspector, Grade 4, Halifax.

O. Cormier, Supervising Immigration Inspector, Grade 4, Quebec.

Dr. H. W. McGill, Director, Indian Affairs Branch.

T. R. L. MacInnes, Secretary, Indian Affairs Branch.

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR—*Continued*
1937

M. Christianson, General Superintendent of Indian Agencies.

T. McGookin, Inspector of Indian Agencies.

Dr. E. L. Stone, Superintendent, Medical Service, Indian Affairs Branch.

J. G. Burke, Indian Agent, Grade 4, Port Arthur.

National Defence—

Lt.-Col. L. R. LaFleche, Deputy Minister.

H. W. Brown, Assistant Deputy Minister.

E. J. Boag, Chief Clerk, Personnel.

F. J. Boyle, Chief Clerk.

C. Burns, Director of Contracts.

W. R. Todd, Departmental Purchasing Agent, Grade 4.

F. A. Palen, Inspector of Stores, National Defence, Grade 4.

A. E. Watterson, Chief Clerk, Central Registry.

Major J. MacC. Clarke, Central Registry.

L. N. Richardson, Professor of Mathematics.

M. F. Phelan, Surveys Engineer, Grade 4.

J. O. B. Leblanc, Assistant Naval Secretary.

A. E. Jubien, Cost Accountant, Halifax Dockyard.

H. O. Townsend, Naval Stores Officer, Halifax Dockyard.

Public works—

F. O. Hamel, Supervising Engineer of Heating, Electricity or Steel Construction.

F. G. Sims, General Superintendent, Telegraph Service.

G. E. Routhier, Division Superintendent, Telegraph Service, Quebec City.

Trade and Commerce (Board of Grain Commissioners)—

J. Raynor, Secretary, Board of Grain Commissioners.

Transport—

W. A. O'Leary, Chief of Personnel.

J. R. Baxter, Principal Clerk.

C. P. Edwards, Chief of Air Services.

J. A. Wilson, Controller of Civil Aviation.

A. D. McLean, Superintendent, Airways.

A. T. Cowley, Superintendent, Air Regulations.

S. Graham, Inspector, Civil Aviation, Montreal.

G. G. Wakeman, Inspector, Civil Aviation, Montreal.

T. Vergette, Head Clerk.

A. Ferrier, Chief Aeronautical Engineer.

F. I. Banghart, Airport Manager, St. Hubert.

Mr. Gilchrist

Finance—

W. C. Ronson, Assistant Deputy Minister.

W. Smellie, Clerk of Estimates.

K. F. Richardson, Head Clerk.

G. L. Gullock, Departmental Accountant, Grade 5.

F. W. Nicolls, Director, Dominion Housing Act.

Watson Sellar, Comptroller of the Treasury.

B. G. McIntyre, Comptroller General.

F. G. Bronskill, Printing Bureau Accountant.

D. M. Minard, Public Works Accountant.

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR—*Continued*
1937

Justice—

C. P. Plaxton, Senior Advisory Counsel.

Labour—

G. H. Brown, Assistant Deputy Minister.

Mines and Resources—

J. M. Clarke, Chief Clerk, Personnel Branch.

National Revenue (Customs and Excise)—

H. D. Scully, Commissioner of Customs.

D. Sim, Commissioner of Excise.

L. F. Jackson, Assistant Commissioner of Customs.

C. E. Wood, Superintendent of Staff.

Public Printing and Stationery—

J. O. Patenaude, King's Printer.

J. C. Shipman, Director and Superintendent of Printing.

Public Works—

J. B. Hunter, Deputy Minister.

K. M. Cameron, Chief Engineer.

Trade and Commerce—

J. G. Parmelee, Deputy Minister.

Transport—

V. I. Smart, Deputy Minister.

W. A. O'Leary, Chief of Personnel.

1938

Mr. Hawkins

House of Commons—

Dr. Arthur Beauchesne, Clerk of the House of Commons.

Labour—

W. M. Dickson, Deputy Minister.

F. A. McGregor, Registrar of Combines Investigation Act.

Miss M. Mackintosh, Head Clerk.

Library of Parliament—

Hon. M. Burrell, Joint Librarian of Parliament.

Secretary of State—

Dr. E. H. Coleman, Under Secretary of State.

J. T. Mitchell, Commissioner of Patents.

Senate—

A. E. Blount, Clerk of the Senate.

Trade and Commerce—

K. G. Chamberlain, Assistant Deputy Minister.

T. A. Burns, Inspector, Precious Metals Marking.

F. C. Badgley, Director of the Motion Picture Bureau.

E. O. Way, Director of Weights and Measures.

1937

Mr. Jackson

Agriculture—

Dr. G. S. H. Barton, Deputy Minister.

A. M. Shaw, Director of Marketing Services.

J. F. Singleton, Associate Director of Marketing Services.

R. L. Wheeler, Assistant Director of Marketing Services.

L. W. Pearsall, Chief, Live Stock Inspection and Grading Services.

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR—*Continued*

1937

J. Burgess, Chief, Dairy Products Inspection and Grading Services.
S. C. Barry, Associate Chief, Poultry Products Inspection and Grading Services.

E. D. Bonyman, Chief Market Poultry Inspector.

G. B. Rothwell, Director of Production Services.

Dr. G. Hilton, Associate Director of Production Services.

N. Young, Assistant Director of Production Services.

J. M. McCallum, Chief, Live Stock Market Services.

R. W. Zavitz, Assistant Chief, Poultry Services.

C. S. Wood, Chief Record of Performance Inspector.

Dr. J. M. Swaine, Director of Agricultural Science Service.

Dr. A. Gibson, Associate Director of Agricultural Science Service.

Dr. E. A. Watson, Chief Animal Pathologist.

Dr. E. S. Archibald, Director, Experimental Farms.

Dr. L. E. Kirk, Dominion Agrostologist.

M. B. Davis, Dominion Horticulturist.

Miss A. L. Shaw, Departmental Librarian, Grade 4.

Mines and Resources—

C. W. Jackson, Secretary and Chief Executive Assistant.

Post Office—

J. A. Sullivan, Deputy Postmaster General.

P. T. Coolican, Assistant Deputy Postmaster General and General Superintendent of Postal Service.

H. Beaulieu, Secretary and Director of International Services.

G. Herring, Chief Superintendent, Air and Land Mail Services.

E. J. Underwood, Chief Superintendent, Post Office Service.

G. C. Avery, Assistant Chief Superintendent, Post Office Service.

H. Fortier, Chief Inspector, Postal Service.

R. H. McNabb, Chief Superintendent of Railway Mail Service.

T. P. Murphy, Superintendent, Equipment and Supply Branch.

C. L. V. Gaudet, District Director of Postal Service, Montreal.

L. Germain, Assistant District Director of Postal Service, Montreal.

A. M. Gibson, District Director of Postal Service, Toronto.

Soldier Settlement of Canada—

G. Murchison, Director, Soldier Settlement of Canada.

W. M. Jones, Chief Commissioner of Colonization.

O. C. White, Superintendent, Agricultural Branch, Soldier Settlement.

Mr. Medland

Finance (Superintendent of Bankruptcy)—

W. J. Reilly, Superintendent of Bankruptcy.

J. Francis, Legal Examiner.

Governor General's Secretary's Office—

F. L. C. Pereira, Assistant Secretary.

Insurance—

R. W. Warwick, Chief Administrative Assistant.

Justice—

W. S. Edwards, Deputy Minister.

C. P. Plaxton, Senior Advisory Counsel.

Gen. D. M. Ormond, Superintendent of Penitentiaries.

Labour—

W. M. Dickson, Deputy Minister.

E. G. Blackadar, Superintendent of Annuities.

DEPARTMENTAL OFFICIALS WHOM THE MEMBERS OF THE ORGANIZATION BRANCH
HAVE MET OFFICIALLY DURING THE LAST YEAR—*Concluded*
1937

Combines Investigation Act—

F. A. McGregor, Registrar of Combines Investigation Act.

National Revenue—

C. E. Wood, Superintendent of Staff.

Pensions and National Health—

Dr. R. E. Wodehouse, Deputy Minister.

J. W. McKee, Assistant Deputy Minister.

Dr. Ross Millar, Director of Medical Service.

Dr. A. F. Macauley, Assistant Director of Medical Service.

W. S. Woods, Chairman, War Veterans' Allowance Board.

Dr. J. J. Heagerty, Chief Executive, Medical and General Assistant.

A. U. Meikle, Departmental Purchasing Agent, Grade 5.

Public Works—

J. B. Hunter, Deputy Minister.

J. M. Somerville, Secretary.

C. D. Sutherland, Chief Architect.

K. M. Cameron, Chief Engineer.

H. Bance, Chief Clerk.

E. Viens, Supervisor of Building Materials Laboratory.

F. G. Sims, General Superintendent, Telegraph Service.

National Gallery—

Eric Brown, Director, National Gallery of Canada.

H. O. McCurry, Assistant Director and Secretary, National Gallery of Canada.

Board of Railway Commissioners—

Hon. H. Guthrie, Chief Commissioner.

C. C. Stibbard, Chief Operating Officer.

Royal Canadian Mounted Police—

Sir J. H. MacBrien, Commissioner (deceased).

G. T. Hann, Secretary.

Trade and Commerce—

J. G. Parmelee, Deputy Minister.

K. G. Chamberlain, Assistant Deputy Minister.

L. D. Wilgress, Director of the Commercial Intelligence Service.

H. W. Cheney, Secretary, Commercial Intelligence Service.

Transport—

V. I. Smart, Deputy Minister.

W. A. O'Leary, Chief of Personnel.

H. V. Anderson, Assistant Chief, Aids to Navigation Branch.

W. Patterson, Controller of Meteorological Service, Toronto.

APPENDIX No. 4

STATEMENT OF ORDERS IN COUNCIL, TREASURY BOARD MINUTES
AND OTHER DIRECTIONS AFFECTING ADMINISTRATION OF
THE CIVIL SERVICE ACT*Order in Council of June 14, 1932*

1. Abolition of all permanent positions vacant on July 30, 1932.
2. Authorization of temporary establishments in accordance with the numbers and ranks of such employees on the same date.
3. Provision for control of casual employees.
4. Increases in remuneration restricted to promotions necessary in the public interest. This was operative to March 31, 1933, but subsequently extended annually to July 16, 1935.
5. Positions becoming vacant after July 30, 1932, to be abolished unless required for necessary promotions.
6. Numbers of employees not to be increased without the authority of the Treasury Board.

Treasury Board Minute of July 18, 1932

1. Restriction of permanent appointments to instances where duties can not be performed efficiently on a temporary basis.
2. Restriction of promotions and other increases to instances where new and heavy responsibilities of an administrative nature have been assumed.
3. Authorization of all temporary establishments by the Treasury Board.
4. Submission to Treasury Board of staff statistics.

Letter of September 30, 1932

Permission to fill vacancies in permanent positions on a temporary basis without immediate authority of the Treasury Board provided such action is necessary for efficient administration.

Treasury Board Minute of January 24, 1933

Amendment to dates for staff statistics.

Treasury Board Minute of May 13, 1933

Reduction of casual employment from three months to one month.

Treasury Board Minute of June 2, 1933

Investigation by the Civil Service Commission of the necessity for additional temporary employees and also for replacement of employees.

Letter of June 8, 1933

Direction that retiring leave be taken before attainment of age 70, or expiration of extension if any.

Order in Council of July 31, 1933

1. Retirement of all employees then over sixty-five years of age unless exempted by the Treasury Board because;
 - (a) Position must be filled.
 - (b) Employee in an administrative position had special qualifications.
2. Approval of retirement gratuity to a permanent employee, of one month's salary for each two years of continuous service to a maximum of six months' salary, provided a superannuation allowance was not payable to him.

Order in Council of August 11, 1933

Extension of gratuities on retirement for age (65 or over) to include temporary employees with continuous service of five years or more.

Order in Council of November 4, 1933

Provision for temporary transfers of staff between branches and departments to cope with abnormal volumes of routine work.

Order in Council of November 23, 1933

Regulation that employees be retired at age sixty-five, as they attained that age subsequent to July 31, 1933, subject to the same provisions for exemption and payment of gratuities as in Order in Council of July 31, 1933.

Treasury Board Minute of March 6, 1935

Restriction of death gratuities (2 months' salary) to salaries and those allowances which form a part of compensation.

Treasury Board Minute of March 28, 1935

Direction that, in future, no compensation additional to that ordinarily prescribed for any position be granted without the authority of the Treasury Board.

Order in Council of July 16, 1935

Cancellation of restrictions concerning:—

- (a) Permanent appointment.
- (b) Promotions.
- (c) Statutory increases.

Order in Council of August 12, 1935

1. Further definition of "Statutory Increases" and direction respecting procedure in granting them.
2. Promotion and permanent appointment procedure.

Treasury Board Minute of December 17, 1935

Establishment of detailed procedure under which the Civil Service Commission investigates the necessity for additional temporary positions.

Treasury Board Minute of February 4, 1936

Direction that Mounted Police pensions be discontinued on assignment to the Public Service and stand as deferred benefits during the period of employment. The same direction respecting superannuation allowances was made by Order in Council of 30th November, 1931.

Order in Council of April 22, 1936

Direction that the proportion of permanent employees to the total normal staff of any unit of the Public Service shall not exceed 80 per cent, subject to such regulations as the Treasury Board may prescribe.

Treasury Board Minute of May 26, 1936

Regulation that recommendations affecting the compensation of positions under the Civil Service Act will be considered by the Treasury Board after surveys of units by the Civil Service Commission, instead of by individual positions.

Order in Council of May 28, 1936

Abolition of all permanent positions vacant on June 15, 1936.

Treasury Board Minute of February 16, 1937

Approved regulations for application of regulation concerning proportion of permanent employees, including:—

- (a) Division of the Public Service in units for this purpose.
- (b) Approval of the maximum proportion of permanents in each unit.
- (c) Exemption of certain units.
- (d) Approval of procedure.

APPENDIX No. 5*Interior Lay-offs*

Total number of permanent employees of the Department of the Interior whose positions disappeared as a result of the transfer of the Natural Resources to the Provinces, not including 122 seasonal employees who were on duty only during the summer months..	1,402
Number reported as absorbed by the Provincial Government Services	256
Number transferred to other permanent positions by the department and the Commission before their retiring leave was completed..	319
Number subsequently assigned by the Civil Service Commission in a permanent capacity	162
NOTE.—Practically all of the employees who were transferred or permanently assigned were assigned in the first instance on a temporary basis by the Civil Service Commission and were subsequently transferred or permanently appointed as permanent positions became available.	
Number subsequently assigned by the Civil Service Commission in a temporary capacity	130
Number not available for re-employment on account of death, age, marital condition, etc.	365
Number still available for re-employment provided they can obtain class of work and salary which they desire.....	170



SESSION 1938
HOUSE OF COMMONS

CA1 XC 2
- 38C58

SPECIAL COMMITTEE

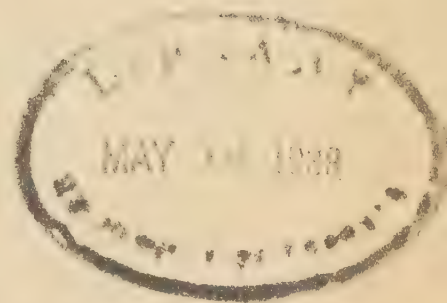
ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 16

THURSDAY, MAY 12, 1938



WITNESSES

Mr. C. H. Bland, Chairman, Civil Service Commission.
Mr. Wm. Foran, Secretary, Civil Service Commission.

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

THURSDAY, May 12, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock, a.m. Mr. Pouliot, the Chairman, presided.

Members present were,—Messrs.:—Boulanger, Brooks, Cleaver, Deachman, Fournier (*Hull*), Glen, Golding, Green, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeill, Marshall, McNiven (*Regina City*), Mulock, Pouliot, Spence, Stewart and Tomlinson.—18.

The following corrections in the evidence were approved:—

By the Chairman,—Page 427, Line 21, after "The Chairman: Do not take it that way." insert "Mr. Foran."

On page 439, line 8, the word "No" was the answer of the witness.

Mr. C. E. Bland, Chairman, Civil Service Commission, was recalled, examined, and retired.

Mr. Wm. Foran, Secretary, Civil Service Commission, was recalled and examined. He was requested to produce a letter similar to the one on file respecting the appointment of his son; also the certificate issued by the Civil Service Commission appointing his son.

The following motion was submitted by Mr. Fournier:—

That this committee recommend to Parliament that Standing Order No. 63 be amended by adding, after clause K of said Standing Order, the following clause:—

L—on civil service matters to consist of 9 members, 5 of whom should constitute a quorum.

The above motion to be submitted by the Committee as the Third Report to the House.

Mr. Green moved in amendment thereto:—

"That the said motion be referred to the sub-committee for consideration and report."

After debate thereon, the question being put on the said amendment, it was agreed to.

Mr. Stewart read a telegram from Dr. Maloney respecting members of his family in the civil service.

Mr. Green thanked the Chairman for the courtesy extended to the members of the committee who were absent on account of Mr. Betts funeral, and also for the resolution passed by the Committee.

The Chairman read the telegram he sent on behalf of the committee expressing sympathy with Mrs. Betts and her family.

Witness retired.

The committee adjourned to meet again Tuesday, May 17th, at 11.00 o'clock, a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

May 12, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Gentlemen, we may just as well proceed. Mr. Bland is here and Mr. Foran has been invited. Just a few words to you before we start. We had some papers as to the examination of Mr. William Foran, senior, and his certificate of birth dated February 12, 1871. Mr. Foran says that the cost of the certificate is \$1 and the committee may refund him that. That is finished.

I have gone through the evidence of report No. 14 on May 5, and there are some corrections to make. The shades of the great dead have been brought into the picture to cover some deficiencies, and we heard about Sir Richard Scott, Sir Wilfrid Laurier, and Hon. Mr. Chapleau, at one time Prime Minister of Quebec. Mr. Foran made an oblivion in that matter, because Hon. Mr. Chapleau died as Lieutenant-Governor of the province of Quebec.

Mr. FORAN: Mr. Chairman, did I not say that I came in the government service originally through Hon. J. A. Chapleau, at one time Prime Minister of the province of Quebec?

The CHAIRMAN: Yes, I know, Mr. Foran. But he died as Lieutenant-Governor; and it is most important for the committee to know about all the positions, the high positions, occupied by these dead gentlemen. I am sure that every member of the committee is impressed by each of the important posts that these men occupied.

Mr. FORAN: I know. But I think I used his name properly in my evidence, because you asked me how I came into the service originally.

The CHAIRMAN: At page 427, in the middle of the page, after Mr. Lacroix has said, "Nobody has any difficulty with you," it should read, "The Chairman: Do not take it that way, Mr. Foran."

Then again:—

Q. Did you recommend any of the people mentioned in your letter, verbally or by writing?—A. These people who came into the commission?

Q. No.

I remember very well that "No" was stated by the witness in answer to the question. I did not say "no."

Gentlemen, that is at page 439 of No. 14 on May 5. Continuing:—

By Mr. Lacroix:

Q. If I understood the question, Mr. Chairman, it was: Did you recommend any of the people mentioned in your letter, orally or verbally?—A. No—bringing in ministerial authority?

It has been stated definitely and emphatically by Mr. Foran that he did not recommend any member of his family and that he has not used undue influence in regard to the appointment of any one of his relatives in the service.

Mr. Bland, will you please come into the box for a minute? Before Mr. Bland answers my questions, I want to tell you gentlemen in the most definite

way what I have already said, that there is no mistake in having relatives in the service, provided that they are nominated or assigned according to the true principles of the merit system. Therefore, a man may have any number of relatives in the service, and it is not a reflection on him. I have said that in this committee; and when Mr. Foran said that there was an insinuation about him, he had to withdraw that word. Moreover, I have stated in this committee that Mr. Foran should be considered not guilty until we had further evidence, and it was reported by the Citizen in the issue of March 29 very clearly, at the same time it was mentioned that Mr. Foran had forty relatives.

C. H. BLAND, chairman, Civil Service Commission, re-called.

By the Chairman:

Q. Mr. Bland, will you please look at the tenth annual report of the Civil Service Commission of Canada for the year ending August 31, 1918, and tell us what was the rank of Mr. William Henry Foran in competition qualifying and third division competitive examination in May, 1918.—A. I have not seen this report before, Mr. Chairman. That is why I wanted to look at it carefully. This is the tenth annual report of the Civil Service Commission for the year August 31, 1918; and on page 67, in a list of successful candidates for qualifying and third division competitive examination, May 18, the name of Mr. W. H. Foran appears as 234th.

Mr. FORAN: That is for the whole of Canada.

The WITNESS: Yes.

The CHAIRMAN: Just a minute, Mr. Foran; Mr. Bland is in the witness stand. You will have your chance after Mr. Bland is through.

On the eleventh, I wrote the following letter to Mr. Bland:—

Mr. C. H. BLAND, Chairman,
Civil Service Commission,
Ottawa, Ontario.

DEAR SIR,—Will you kindly see to it that the following information is forwarded to me immediately:—

1. Minimum of marks required for competitive examination for Third Division Clerkships held in May, 1918, at which Mr. W. H. Foran was a candidate.

2. The number of marks secured by the said Mr. Foran at such examination.

3. Whether the 233 successful candidates ahead of the said Mr. Foran have been assigned to positions before the said Mr. Foran was appointed.

4. Since May, 1918, did the said Mr. Foran pass successfully any other examination?

5. If so, what examination, for what position and on what date?

The chairman of the committee has been asking for that information for several days and he expects to get it at once.

Yours truly,

J. P. DOYLE, Clerk,
Civil Service Committee.

I dictated that letter and it was signed by Mr. Doyle.

[Mr. C. H. Bland.]

By the Chairman:

Q. The answers to this letter were sent by Miss Saunders, assistant secretary to the commission; is that right?—A. That is correct, yes.

Q. To whom you referred my letter?—A. I did.

Q. Will you please read them. There are two letters by Miss Saunders?
—A. Yes. One of them reads as follows:—

OTTAWA, May 10, 1938.

DEAR MR. POULIOT,—I am advised by the Chairman that you require a further statement regarding the examination through which Mr. William H. Foran entered the Service.

As indicated in the Secretary's letter of Monday addressed to Mr. Doyle, Mr. Foran was a successful candidate in an examination for Third Division Clerkships in May, 1918. This examination was held at the same time as the regular Qualifying Examination and, as an Order in Council had been passed in February extending the competitive system to the outside service, the two examinations were combined and the list subsequently published is headed "List of Successful Candidates at the Qualifying and Third Division Examinations held at different centres throughout the Dominion on the 15th May, 1918, and the two following days." Mr. Foran passed the examination obtaining the standing 234 on the general eligible list and 118 on the list established for Ottawa city. In order to be declared successful, candidates were required to obtain forty per cent in each subject and fifty per cent of the total number of marks assigned to the entire competition. His marks were as follows:—

Subjects	Maximum	Marks Obtained
Writing.....	50	25
Copying Manuscript.. . . .	50	42
Composition.. . . .	100	56
Spelling.. . . .	100	45
Geography.. . . .	100	68
Arithmetic.. . . .	100	59
History.. . . .	100	42
Total.. . . .	600	337

As regards your query regarding the assignment of those whose names appeared ahead of Mr. Foran on the eligible list, inquiries are being made but you will appreciate that, at this date, after a lapse of twenty years, it is difficult to check completely a matter of this kind. I think it extremely unlikely, however, that an assignment would have been made to the Inside Service at Ottawa which was not in order of merit, as the appointments to the Inside Service had been on a competitive basis for a period of ten years.

Yours very truly,

E. SAUNDERS,

Asst. Secretary.

The second letter reads as follows:—

May 11, 1938.

DEAR MR. DOYLE,—Mr. Bland has handed to me your letter of the 11th instant asking for information regarding Mr. W. H. Foran.

The answer to questions Nos. 1 and 2 is contained in my letter to Mr. Pouliot of yesterday's date. The answers to questions 4 and 5 is that Mr. Foran did not pass any other examination than that for Third Division

Clerkships in May, 1918, his subsequent promotions being based on reclassification of his duties or promotion ratings. As regards question No. 3, an effort is being made, as already pointed out, to check the assignments of the 117 candidates who were ahead of Mr. Foran on the Ottawa list. You will understand that the 233 names include all candidates throughout the Dominion and the assignment of candidates at Ottawa would not be dependent upon the placing of all these at outside centres.

Yours very truly,

E. SAUNDERS,

Asst. Secretary.

Q. In one letter there is the sentence: "In order to be declared successful, candidates were required to obtain 40 per cent in each subject and 50 per cent of the total number of marks assigned to the entire competition." Therefore, there were two conditions for considering a candidate successful. Will you please look again at the letter of May 10th, of Miss Saunders, and state if the candidate has fulfilled all conditions?—A. Well, he has obtained 40 per cent—over 40 per cent in writing, over 40 per cent in copying manuscripts, in composition, in spelling, in geography, in arithmetic, in history, those comprising all the subjects of the examination; and out of a total of six hundred marks he has obtained 337, which is over 50 per cent. I should say he has complied with them, sir.

Q. Are there many cases in which candidates are successful upon having 40 per cent in each subject and one-half of the marks for the total?—A. That was the percentage applied at that time, I presume, to all examinations that were then held.

Q. Yes, but can you swear that it was the case for all competitions at the time in the commission, in 1918?—A. I find it difficult to swear as to what conditions were at that time, because at that time I was overseas; and in 1918 the order in council changing the conditions of employment had just been passed. The Act itself had not been passed at the time of this examination; and it is extremely hard to find at the present time the complete records of what took place at that particular moment. Consequently, I cannot give you complete information as to all examinations held at that time.

Q. You did not study the past history of the commission on those lines?—A. I did not. I am unable to state what took place in the beginning of 1918, sir. But I would like to place on record an order in council dated June 22, 1918, in which the following clause occurred:—

Provided that no minimum percentages shall be required in any subject for the May qualifying examination and for the May third division examinations other than 40 per cent on each of the subjects of spelling, composition, and arithmetic, and 50 per cent on the total of the compulsory subjects.

That is in the order in council dated June 22, 1918.

Q. May I see that, please?—A. Yes, sir.

Q. At the present time would you consider a candidate successful who obtained such a number of marks?—A. The present percentages are 60 for each subject and 70 on the total.

Q. Do you know if there are many orders in council similar to this one of June 22, 1918?—A. If there are, they are hard to find because we had trouble finding that one. The records, as I pointed out, are in a state where it is almost impossible to secure definite information.

Q. Mr. Foran was in charge of them?—A. I would not like to put it in that way. At that particular time—if the committee will give me the privilege of explaining—the beginning of 1918 the change from the old system of the

[Mr. C. H. Bland.]

outside service to inside service to single competition service covering the whole service was just beginning to be put into effect. The order in council had been passed in February and some 40,000 or 50,000 positions were dumped on the commission's lap. The commission at that time had a staff of eight or nine people. You can imagine the situation of eight or nine people attempting to look after 40,000 or 50,000 positions, including promotions and reclassifying the service, etc.; consequently I can speak only from what records there are, not from personal knowledge, because, as I say, I was not there. Speaking from records, may I say it is extremely difficult to secure a complete record of the examinations or reclassifications or procedure at that moment.

Q. I will help you with the record, Mr. Bland. Mr. Foran junior was 233rd or 234th on the list.—A. Yes, 234th.

Q. In the examination?—A. That is correct.

Q. And he was a candidate at that examination because it was necessary for him to pass an examination successfully in order to get a position at that time?—A. Yes, I presume so, sir.

Q. Are you in a position to answer the third question in the letter of May 11, whether the 233 successful candidates ahead of the said Mr. Foran had been assigned to positions before the said Mr. Foran was assigned?—A. Since you asked that question, Mr. Chairman, I have had a staff of clerks checking just as speedily and thoroughly as they can into the records of that time. Mr. Foran was 234th on the general list and 118th for the city of Ottawa. The list, as the title indicates, was a qualifying examination in the general service and also a third division examination with particular reference to the service at Ottawa.

Q. That is all right.—A. Would you let me finish?

Q. Yes.—A. Consequently our checking has been more devoted to ascertaining whether the 117 ahead of Mr. Foran were placed before him, rather than attempting to ascertain what happened to the 233, many of whom were outside service appointments. I think you spoke to Miss Saunders on that situation.

Q. I said I would be satisfied first to have that and secondly I would like to know about the 233.—A. Exactly. Just before I left this morning I asked Miss Saunders what progress she had made in the checking. I learned she had made very substantial progress in the 117, and so far as she had gone, they had all been placed in the service. She was completing the task and when she had completed it she would give you the final information.

Q. My point is were they assigned to the service before Mr. Foran was assigned? I do not want to know the name of anyone who was assigned in the service after Mr. Foran. I want to have that information before his appointment.—A. That is a point I can only answer when I get Miss Saunders' final statement.

Q. I would like you to tell her that.—A. I will be glad to.

Q. Here is the file of Mr. W. H. Foran junior. You remember, gentlemen, Mr. Foran stated in his evidence that he had never pulled the strings for any of his relatives, especially the five relatives mentioned in this letter. That evidence was given under oath. Will you please look at the first letter of Mr. W. W. Cory, Deputy Minister of Immigration, to Mr. Foran dated July 15, Mr. Bland?—A. Yes.

By Mr. Fournier:

Q. 1918?—A. This is the letter. You will have to be a little patient with me because this is the first time I have seen this file, and I will have to examine it carefully.

By the Chairman:

Q. I am asking you these questions. Have you found the place?—A. I will read the letter dated July 15, 1918, that you desire.

Q. I want to make it short, and I will ask you the questions about it.

Mr. GLEN: Before Mr. Bland answers that question I want to know where I am going. We are dealing with something that is unknown to me as a member of this committee. This matter has been brought up, and I will be responsible as a member of the committee for having it brought out. I want to know where we are going. Are we going to make inquiries into what happened twenty years ago with regard to the appointment of any clerk in the service? And if we are going to make that inquiry and find that that particular person has been improperly taken into the service, what are we going to do about it? I do not know how the committee feels, but I feel we ought to know just what this means before we enter into all these things.

The CHAIRMAN: Mr. Glen said the other day he would be guided, and I said we would be informed, by Mr. Foran. I am ready to be guided by true facts, and I am not to be guided by facts that are not true. We are here first to know the truth, that is all. We are not here to create trouble or to make trouble for anybody. I am sure no member wants to do that. We have to assume responsibility, and if we are to shut our eyes we may just as well close the committee right away and make a report to the House that some members are not ready to assume the responsibility in the matter. I am ready to do that this afternoon, if you like.

Mr. FOURNIER: I have a motion to make before we close the committee.

The CHAIRMAN: If we are not to know the facts according to the official papers, and if we are here just to act as sissies, all right; but I am not a sissy. I have a perfect knowledge of my responsibility, and I am doing some work in order to enlighten the committee and the House of Commons. If I made a mistake I am ready to correct it. Every one is supposed to make mistakes. I appreciate the wholeheartedness of Mr. Glen; on the other hand, if we are not to go through the civil service we might just as well close this committee right away and report to the House it is impossible to do anything because of the fact that some members are not willing to get the truth from the evidence.

Mr. LACROIX: I strongly support the point of view of the chairman so far as that is concerned. We have an inquiry to make and we are going to do it.

Mr. GLEN: The question is not a question of truth but a question as to where this committee is going. So far as taking responsibility is concerned I am willing to take my responsibility with anyone else, but I do not wish to take the responsibility for something I do not think comes within the purview of this committee. What I am anxious to know is what are the faults of the service now with regard to promotions, entering the service, and any other similar matters in order that we may make our report based upon these facts.

We have a case to-day that dates back twenty years ago. Is it intended, if we find that this man was not in the service properly, brought into the service because of some influence by someone, to dismiss him from the service? If so, you open the whole door of the service to every appointment that has been made, and anyone can bring forward a case similar to that. So far as I am concerned I am not going to be a party to it. What I am anxious for now, is to know how far we are to go in inquiring into the service for the purpose of making recommendations to the House and to the country and to the service as to what shall be their duty in the future. I think myself that we ought to know at this moment just how far we are going to go in these matters.

Mr. TOMLINSON: Mr. Chairman, I just came in and I have not got the full run of it; but I understand that this is a file which should be discussed. The file pertains to the qualifications of a certain man who was appointed and as to how he was appointed. I know very well where I am going, and the only way I can be definite of that course is by hearing the evidence given

[Mr. C. H. Bland.]

by the witness. From that I shall draw my own conclusions as to what improvements should be made in the service, merit or otherwise. Therefore I suggest that the witness be allowed to go on.

Mr. FOURNIER: Just before Mr. Bland proceeds I should like to know if this examination took place under the statute before 1919 or after?

The WITNESS: Before, Mr. Fournier.

By Mr. Fournier:

Q. This was a qualifying examination. There was nothing in the statute at that time that imposed on the commission the following regulations.—A. Mr. Fournier, I should like to make one point with the chairman of the committee before I answer this question. I am perfectly willing to agree to answer any question I can answer, but it is extremely difficult for me to explain conditions that existed for a time I was not here.

By Mr. Tomlinson:

Q. You are not responsible for that.—A. No; it is extremely difficult for me to give information.

By Mr. Fournier:

Q. This list was made under the old statute, where there was a qualifying examination.—A. It was made in the transition period between the two statutes, Mr. Fournier.

By the Chairman:

Q. You have the file before you, and any child knows how to read what is in the file.—A. Excuse me, I was not saying it was difficult to read the files. I was saying it was difficult to answer questions such as Mr. Fournier asked me with regard to conditions existing at the time.

By Mr. Fournier:

Q. Between the report made in 1918 and the passing of the statute in 1919, the passing of the statute with which we are dealing now— —A. As I understand it the Order in Council was passed in February, 1918, making some preliminary changes; on May 24, 1918, a new Act was passed; in November, 1919, that Act was again amended, and the present system is the result of all three things.

Q. This examination took place between the Order in Council and the passing of the Act?—A. That is correct, sir.

Q. Was it under the old system where the commission would hold examinations to find out the qualifications of the candidates, or according to the rules we are following to-day?—A. It was apparently a combination of the two, according to the Order in Council.

Q. Before you proceed, I was not here when Mr. Foran was examined, but I do not believe that Mr. Foran meant that he never made any recommendations for the appointment of people. He would be an extraordinary man if he did that. He must have in his 30 or 40 years recommended somebody.

The CHAIRMAN: He denies it positively, Mr. Fournier.

Mr. FOURNIER: I think there is a misunderstanding there.

Mr. MACINNIS: Mr. Chairman, I wish to associate myself with Mr. Glen in this matter. I think we should go into the civil service examinations in every detail in order to try to improve the service; but I have stated on several occasions since this committee began its work that I was not satisfied with the way it was going on, and I feel now that if we continue in this way we will not

bring in a report at this session of parliament. Furthermore, I believe if we continue in this way indefinitely we will not bring in a report of any value. I can see no reason for examining this file or any file in connection with Mr. Foran unless we are trying to find out if Mr. Foran used undue influence to get relatives into the service. If Mr. Foran used undue influence to get relatives into the service twenty years ago it is a waste of time to go into them to-day, because Mr. Foran has reached the age where he can be superannuated. It seems to me since 1918 a number of civil service committees have investigated various phases of the civil service. Why not let us begin from say five or ten years ago, see what has happened in that time, and deal with those matters that are matters of importance to-day and not matters that are as dead as the dodo? If we do that, I am satisfied that this committee can bring in a report that will materially improve the operations of the Civil Service Commission.

Mr. MACNEIL: I should also like to say a word in support of the query raised by Mr. Glen. If we are to spend our time investigating alleged abuses that occurred years ago, our time will be diverted and our energy will be diverted from the examination of the existing procedure, and we will be unable to devote our attention to the correction of the existing procedure. I am vastly more interested in steps being taken to correct the existing procedure and correcting any abuses in it that have occurred in the past than I am in investigating any specific cases occurring twenty years ago. I would also draw this to your attention, that as this inquiry proceeds it appears to be, and has definitely appeared to be in the eyes of the public, the equivalent to a charge against Mr. Foran. I think if we are investigating charges against any individual in the service we should proceed strictly along judicial lines, in all fairness to a man who has a period of public service behind him such as Mr. Foran has. That, I think as all members of the committee will agree, demands an entirely different procedure than that which we are following, and it would result in greater justice to anybody suspected. But I think our time would be much better spent, as already indicated by you, Mr. Chairman, in following the procedure and attempting to correct it in such a way as to prevent any abuses that we might suspect.

Mr. LACROIX: I think it is our duty to inquire about the merit system, and if possible, any abuses that may have occurred before. Therefore, I quite agree with Mr. Tomlinson that we should go on with that file. We have to study the merit system, and that is a perfect case that must be gone through. I do not know why we should not want to go through it.

Mr. TOMLINSON: There is no motion. I see no reason why we should not proceed.

Mr. FOURNIER: To be fair, I would suggest that we examine Mr. Foran again. If you have letters from Mr. Foran recommending somebody in his family, and they are in the official files, then I would be ready to put the question to Mr. Foran if he remembers recommending some of his own relations or friends to the commission for appointment or promotion. I want to be fair. In twenty years perhaps the gentleman forgets the recommendations which he has given. If he has given as many as I have, he will forget a lot of them. You could look in the files of the commission and find my signature in hundreds of files, I believe, where I gave letters to all those who asked for them. If Mr. Foran keeps on denying that he ever did recommend some of his relations for appointment or promotion, I would suggest that we go on with the file.

Mr. GLEN: When I was speaking first of all, I was not speaking in regard to this particular case. Now that this case has been brought before the committee, in all fairness to Mr. Foran, he will have to have an opportunity to reply. Therefore, we cannot avoid it. But what I am suggesting is that before we enter into any similar investigation, we really ought to know before the actual record is completed and the transcript of the evidence in the report

[Mr. C. H. Bland.]

of the committee and also in the newspapers—that we really ought to know that before we start in it. Because when we started in on this, I had not the slightest idea what was going to happen. There was no brief from Mr. Foran. I never met the man until this committee started. But what I do think is that in this committee we are dealing with principles; and if it is necessary to pass a general principle and general law upon one particular incident, it may have some bearing and may have some effect. But I am a little doubtful of that. But as far as this particular case is concerned, Mr. Foran must certainly have an opportunity to reply now.

Mr. TOMLINSON: Go ahead.

By the Chairman:

Q. How did Mr. Foran answer the request of Mr. Cory for a returned man? Whom did he recommend?—A. Shall I read the request first, Mr. Chairman?

Q. That is all right.—A. This is a letter from W. W. Cory, acting Deputy Minister of Immigration and Colonization, addressed to Mr. Foran, secretary, Civil Service Commission, Ottawa, dated July 15, 1918, and reads as follows:—

DEAR MR. FORAN,—We require the services of two temporary clerks for the filing room of the Department of Immigration and Colonization. They should be active, intelligent, young men. We are willing to pay \$75 per month. We prefer returned soldiers if suitably qualified.

Will you please send these two men along as speedily as possible?

Yours very truly,

W. W. CORY.

Mr. Foran's notation on this letter is: "Take two successful candidates at last civil service examination." The following letter which you asked me to read, dated July 16th, 1918, from Mr. Foran to Mr. Cory, reads as follows:—

SIR,—The bearer, Mr. W. H. Foran has been selected for temporary employment as one of the two filing clerks requisitioned in your letter of the 15th instant, for the Department of Immigration and Colonization. Mr. Foran was one of the successful candidates at the recent competitive examination for Third Division Clerkships. He has also had seven months experience as a filing clerk in the Department of the Interior.

By Mr. Fournier:

Q. Is that letter in regard to Mr. Foran's son?—A. Yes.

By Hon. Mr. Stevens:

Q. Just to clear that up,—to whom would that memorandum that you referred on the side of the letter be addressed or for whom would it be intended?—A. I think it would be intended for the official of the commission who was dealing with the assignment of candidates from the eligible list; and I presume the letter I have just read was in all probability written by the same official and signed by Mr. Foran.

By Mr. MacNeil:

Q. Is there any indication who dictated it?—A. The initial "B" is all there is. It is not mine, but I do not know whose it is.

By the Chairman:

Q. Is it countersigned or approved by any of the commissioners of the time?—A. It is not signed by anyone. It is a copy of a letter without signature.

Q. From the secretary of the commission?—A. From the secretary to the acting Deputy Minister.

Q. That is the point.—A. In all fairness, I might state that letters of this kind are not signed by the commissioners. They are signed by the secretary.

By Mr. MacNeil:

Q. Might he sign it in the name of Mr. Foran, without Mr. Foran ever having seen it?—A. That might be a possibility.

Mr. TOMLINSON: It should not be.

By the Chairman:

Q. Will you please look at July 29, 1919, and see certificate for the temporary employment of Mr. W. H. Foran in the Department of Immigration signed by his father, Mr. Foran, Secretary of the Commission?—A. Yes, that is true.

Q. Now, the requests for testimonials for the son—Mr. Foran, junior, were on forms that bore the signature of Mr. Foran, senior?—A. Yes.

Q. Then there is his letter of January 20, 1919, bearing the rubber stamp of Mr. Foran, senior, to his son instructing him to take the oath of allegiance?—A. That is true.

Q. On December 28th, 1918, Mr. Cory, the acting deputy minister of immigration wrote to Mr. William Foran, Secretary of the Civil Service Commission, about his son as a temporary clerk at the salary of \$900, appointment to date from the 16th of July? Is that right?—A. That is correct, yes.

Mr. McINNIS: Mr. Chairman, I think the secretary ought to read that letter with any notations that may be on it. When he read the first letter, he read a notation. The notation on the letter may be different.

The CHAIRMAN: All right. Will you please read the letter, Mr. Bland?

The WITNESS: I read the letter from Mr. W. W. Cory, acting deputy minister of immigration and colonization, to William Foran, esquire, secretary, Civil Service Commission, Ottawa, dated December 28th, 1918:—

Dear Mr. FORAN,—On the 29th of July, the commission authorized the employment of Mr. W. H. Foran in the Department of Immigration and Colonization as a temporary clerk at a salary of \$900, appointment to date from the 16th July.

Mr. Foran had already had some experience in the registration room of the Interior Department and has proven a very satisfactory clerk. We would like to retain him permanently and will pay whatever salary the commission will authorize. I believe Mr. Foran is eligible for a permanent position and on account of his experience is entitled to more than the minimum salary. Appointment should date from the 1st January, 1919.

Yours very truly,
W. W. CORY.

By the Chairman:

Q. Yes. And on January 6th, 1919, a few days afterwards, it was approved for \$800 instead of \$900 by Mr. Roche.—A. That is true.

Q. And on January 7th, 1919, Mr. Foran wrote to Mr. Cory a letter that I would like you to read, please.—A. This is a letter again unsigned, but for the signature of the secretary, dated January 7th, 1919, addressed to Mr. W. W. Cory, acting deputy minister, Department of Immigration and Colonization, and reads as follows:—

SIR,—Replying to your letter of the 28th ultimo, I beg to inform you that the commissioners have approved of the permanent appointment
[Mr. C. H. Bland.]

of Mr. W. H. Foran to a clerkship in grade "C" of the second division, at an initial salary of \$900 per annum.

Upon receipt of the necessary papers regarding health, character and age, in which connection Mr. Foran is being communicated with direct, the necessary certificate of appointment will be issued.

Mr. FOURNIER: Did I understand the commission had approved the salary at \$800?

The CHAIRMAN: Yes.

The WITNESS: This is the signature of Dr. Roche: "Approved \$800." That is correct.

Mr. FOURNIER: And Mr. Foran's letter is \$900?

The CHAIRMAN: Just a minute. I will be fair to Mr. Foran. He said that he was to have a salary of \$900. The day after Mr. Roche approved the salary of \$800. Then there is another letter from Mr. Foran senior to Mr. Cory, saying that it was a mistake. Will you please read that, Mr. Bland?

The WITNESS: This is a letter dated January 8th, 1919, from the secretary of the commission to Mr. W. W. Cory, and reads as follows:—

"SIR,—Referring to my letter of the 7th instant in reply to yours of the 28th ultimo, through a clerical error it was stated that the commissioners had approved of Mr. W. H. Foran's appointment at an initial salary of \$900 per annum. It should have read that his appointment had been approved at a salary of \$800, being \$200 above the minimum as provided for in section 11 of the Civil Service Act, 1918.

The CHAIRMAN: All right.

The WITNESS: Mr. Chairman, may I ask you a question on that point?

The CHAIRMAN: Yes.

The WITNESS: I presume that the committee and yourself will desire that, when I have read the extract from the file which you wish me to read, Mr. Foran himself will have an opportunity to make a statement on this thing.

Some Hon. MEMBERS: Certainly.

The WITNESS: You will appreciate that I am only reading from the file.

The CHAIRMAN: Surely. Gentlemen, if you do not mind—Mr. Bland told us that he wanted to go to the collegiate for the graduation of his son which is a great event—

The WITNESS: If I can be of any help here, I will put it aside.

The CHAIRMAN: We will not keep you here. If you do not mind, gentlemen, we will adjourn until some time next week—Tuesday morning—when I expect you all here.

The WITNESS: Mr. Chairman, may I make one request?

The CHAIRMAN: Yes.

The WITNESS: As far as we have gone, we have touched some of the answers contained in this file.

The CHAIRMAN: We are not finished with it.

The WITNESS: Quite so. You have asked me to read certain papers which I have read, touching ground already covered. May Mr. Foran not make any statement he thinks should be made on those points?

The CHAIRMAN: There is no objection to that. But if you wish to go, Mr. Bland, I do not think any member of the committee will prevent you from going to Kingston.

The WITNESS: That is very kind of you, Mr. Chairman, but this is of primary interest. If I can be of any help here, I am very glad to stay.

The CHAIRMAN: I thank you on behalf of the committee.

Mr. FOURNIER: Are we to adjourn the discussion of this matter?

The CHAIRMAN: Do you prefer to hear Mr. Foran now?

Mr. GREEN: I think it might be fairer if we heard Mr. Foran and then adjourned.

The CHAIRMAN: I have no objections at all, gentlemen, if that is your wish. I am in your hands all the time.

WILLIAM FORAN, Secretary, Civil Service Commission, re-called.

The WITNESS: Well, Mr. Chairman, I am at your disposal.

By Mr. Tomlinson:

Q. Mr. Foran, how old did you say you were the last day?—A. I said I was 67; and I had to produce a birth certificate to prove it.

By Mr. MacNeil:

Q. Who asked for that birth certificate?—A. Mr. Pouliot, the chairman. Fortunately, I was born and raised in this city so I was able to get it without any delay.

Q. Were you asked for the birth certificate when you were on the witness stand?—A. No. It was a request from the chairman.

Q. A private request from the chairman?—A. Yes.

By Mr. Fournier:

Q. Mr. Foran, do you still maintain that you have never recommended anybody for promotion or appointment in the civil service of Canada?—A. I have not looked at the evidence, but as I recall it Mr. Lacroix asked me that question in connection with the appointment of hockey players and lacrosse players and things like that—had I ever given a recommendation. It is very unfair to ask a man if he gave a recommendation twenty years ago. It is just like when this case came up. I have very little recollection of what happened at that time as regards my son. He took his examination and he passed. We sent the file to Mr. Pouliot and it shows this: it shows that he passed the examination under the law at that time. It shows that he was temporarily employed. At that time during the war the Civil Service Act was practically a dead letter, and hundreds and hundreds—thousands, I may say—were put in the public service under the War Measures Act. This boy was in the government. He had been training for the Flying Corps, but he was too young. He was just about at the point of enlisting when the Armistice was signed. He took this examination. Mr. Pouliot might do me the favour of reading the Order in Council that was passed at that time. I cannot exactly tell you why that Order in Council was passed at that time, but there was a good reason. The three men who signed the report of the council are now dead, the three commissioners of that time—Dr. Roche, Mr. Jameson and Col. LaRochelle. It went to council. Mr. Pouliot was not quite sure who was Secretary of State. He asked if it went through the Secretary of State. He was not quite sure who was Secretary of State and he suggested it was a certain gentleman, but he was not Secretary of State.

The CHAIRMAN: I did not tell you that.

The WITNESS: No, but I heard it.

[Mr. W. Foran.]

The CHAIRMAN: Don't pay any attention to hearsay and confine your answers—

The WITNESS: Well, if the members do—

The CHAIRMAN: Just a minute, Mr. Foran. Confine your answers to what has been asked you by Mr. Fournier.

The WITNESS: Well, Mr. Fournier, like yourself—

The CHAIRMAN: Just a minute. If any other member of the committee has a question to ask you, please answer the question directly without making speeches. We have enough speeches in the House of Commons, and we do not want any speeches here—just answers to questions.

The WITNESS: Well, will you ask your question again, Mr. Fournier?

By Mr. Fournier:

Q. I want to know if you remember recommending any of your relations that are in the service for appointment or promotion?—A. Well, if you go back twenty years, I will say I cannot remember; and this file does not show that I recommended anybody. This file shows that these notations that were put on there were probably not put on there at all by myself; because at that time that examination was held I was engaged every day with the minister in charge of civil service affairs, the Hon. Mr. MacLean, in getting the legislation which was subsequently put through on the 24th of May.

Q. Do you still maintain you do not remember or that you did not make any recommendations?—A. I do not remember a particular recommendation. But, like yourself, I have given hundreds of recommendations to people who were seeking employment, not only in the civil service but throughout the country. Every day my name is given as a reference by people, and I give recommendations.

Q. And, as we all do, you give out letters of recommendation to people you know?—A. Of course. I would not be a normal man unless I did.

Q. And those letters generally are kept on the files of the Civil Service Commission?—A. Yes. You can take the files of the Civil Service Commission and you will see hundreds where people—they may have got the appointment when, as a matter of fact, I did not know who they were; they got their appointment because they passed the examination. My rule has always been to put everything on the files. I have nothing to hide.

The CHAIRMAN: Just a minute.

By Mr. Fournier:

Q. My question is this: You remember giving letters to people you knew?—A. Throughout my life?

Q. Yes?—A. Yes.

Q. Who were seeking positions in the Civil Service of Canada?—A. Well, not in the civil service—under the Civil Service Act. To anybody who came to me for a letter, I would say there was only one way you can get work through the Civil Service Commission and that is by passing the examination. But you must remember that there are a lot of departments or branches of departments that are not under the Civil Service Commission; and they have come to me—like the Bank of Canada. I gave a lady a recommendation the other day, to the Bank of Canada because the Bank of Canada has nothing to do with us. I think she is a constituent of yours, Mr. Fournier.

Q. I would not be surprised.—A. She is a very nice French girl who came to me and asked me if I would recommend her to the Bank of Canada. I said, "Of course, we have nothing to do with the Bank of Canada." She said, "But I have to get four letters from big shots." I said, "Of course, I

am not a big shot." She said, "Well, I think perhaps it might carry a little weight." I said, "Very well. I know your family, and I know you are a competent girl." So I gave it to her to the Bank of Canada.

Mr. SPENCE: Sure. Anybody else would do the same thing.

By the Chairman.

Q. At page 427, you are quoted as saying, "My wife and myself produced our own relatives and those are the only persons we are concerned with in life." That is all right. But is not your son, Mr. W. H. Foran, one of these?—A. Oh, yes.

Q. And therefore you maintain that Mr. Cory sent a letter addressed to William Foran, Secretary, Civil Service Commission, asking for two soldiers and an angel inspired somebody in the commission to write in your name to recommend your son?—A. No, sir, I do not say anything of the kind.

Q. You do not remember that some angel inspired the writer of a letter to use your name to recommend your son outside of your knowledge?—A. I have never felt that an angel ever inspired me.

Q. Well, I think you got a portion of your inspiration from underneath, according to the kind of evidence you have given here, not from above. Now, Mr. Foran, this is serious. This is a matter on oath. Christians give oath on both testaments, and you have given oath on the Old Testament. I want you to realize that now you are giving your oath, and you have to swear to the truth. I want to stress that to you, because if somebody has no respect for an oath, then there is no use going on.

Mr. McNIVEN: There is not anything in what Mr. Foran has said on either occasion on which Mr. Foran has given evidence which would warrant your suggestion that he has no respect for his oath—not a thing.

The CHAIRMAN: You are one of the best solicitors—

Mr. SPENCE: Is this a police court prosecution or something?

The CHAIRMAN: No, sir. It is not. I want the truth. The other day Mr. Foran said, "I did not recommend anybody." He still maintains it in the face of the file which shows apparently that he has recommended his son.

The WITNESS: Well, I say—

The CHAIRMAN: I can show you the file.

Mr. McNIVEN: Well, you read the file through and there is no recommendation there. There is no recommendation in the file that shows his son was recommended by him.

The CHAIRMAN: You are a barrister. I will show you the file. Look at it.

The WITNESS: Those are official letters that probably I never saw. They may have been signed by the clerk in charge.

By Mr. McInnis:

Q. They are not recommendations?—A. They are not at all recommendations.

Mr. McNIVEN: He gave a proper explanation, that he was engaged with the minister preparing legislation. I hope to heaven that nobody asks me what happened twenty years ago.

The CHAIRMAN: There is no use continuing to sit in this committee. There is no use.

Mr. McNIVEN: No.

The CHAIRMAN: There is no use at all if the members of the committee do not realize that the operations of the Act consist in facts—in a series of facts

[Mr. Wm. Foran.]

which illuminate the way the Act has been carried on. We must know the facts; and when a witness comes here and has no more respect for his oath than Mr. Foran has, I cannot go on.

Some Hon. MEMBERS: No, no.

The CHAIRMAN: I cannot proceed any longer. Do you believe, gentlemen, that it was outside of the knowledge of Mr. Foran that his son was living at the time he was recommended to Mr. Cory? That is what he said.

Mr. McINNIS: Mr. Chairman—

The CHAIRMAN: I cannot get it into my head.

Mr. McINNIS: Mr. Chairman, if the chairman has a letter which he maintains is a letter of recommendation from Mr. Foran as Secretary of the Civil Service Commission—

The CHAIRMAN: Yes.

Mr. McINNIS: —let him put the letter before Mr. Foran for identification; and then let the letter be read, and the committee will decide whether it is a letter of recommendation or not. That is the way to decide this issue.

The CHAIRMAN: Yes, exactly.

The WITNESS: I say that these are official letters, Mr. Chairman.

By the Chairman:

Q. You say what?—A. I say these are official letters.

Q. Official letters, yes. Just a minute—official letters signed by whom?—

A. Signed by the Civil Service Commission and probably signed by me as secretary, or they may have been signed by some official who was allowed to sign letters at that time for me.

Q. For you?—A. But I am quite sure that at that particular time I was preparing this legislation with Mr. Maclean and the law clerk of the House of Commons, Mr. Gisborne. Subsequently, I had to go and sit on the floor of the House to put the Act of 1918 into effect. I was so busy on this, I say now it is quite conceivable that letter was signed by somebody in my name. These are official letters. You have seen the notation. Probably the notation you speak of was not even put on that file by myself.

Q. Somebody did it.—A. The assignment branch was sending these letters up at that time; and because the commission chose two young men or one young man who passed the examination, who was qualified in every way, you are going to suggest that these official letters are recommendations from me, and that I am a liar.

Q. Just a minute.—A. I resent that very much; I resent that very strongly, Mr. Chairman.

Q. Just a minute. Do not get excited. I speak coolly.—A. Well—

Q. Mr. Foran, who had authority to sign letters for you?—A. Yes, there were.

Q. Who had that authority?—A. Whoever was in charge at that particular time.

Q. Who was it?—A. Well, we have been asking that. Miss McCuaig was there. She is now dead. The man who was in charge of examinations at that time is now out of the service. So when you are dealing with something twenty years, Mr. Pouliot, if you want to be fair—as you emphasize from time to time that you do—are you going to say that a man of my age, busy as I have been in all these years, can recall what took place twenty years ago, and where we are dealing with thousands of cases every year, and where most of the correspondence—that is, this kind of correspondence—goes out without my ever seeing it?

Mr. FOURNIER: Would you read us the letter?

By the Chairman:

Q. Will you please read the letter? I do not want you to read it aloud. It is the letter of July 16th, 1918, that Mr. Bland has read. I want you to read that yourself and then tell the committee if that comes from you or not.

Mr. McINNIS: Would you mind if he read the previous letter from Mr. Cory?

The CHAIRMAN: I have no objection.

Mr. McINNIS: Read the previous letter from Mr. Cory.

The WITNESS: It reads:—

DEAR MR. FORAN,—We require the services of two temporary clerks—

Mr. McINNIS: Read it slowly.

Mr. SPENCE: So that we can hear it.

The WITNESS: All right. Beginning again:—

DEAR MR. FORAN,—We require the services of two temporary clerks for the filing room of the Departement of Immigration and Colonization. They should be active, intelligent young men. We are willing to pay \$75 per month. We prefer returned soldiers if suitably qualified.

Will you please send these two men along as speedily as possible?

The notation is: "Take two successful candidates at last civil service examination. W.F." That letter came in to me. That is all right.

By Mr. MacNeil:

Q. Whose notation is that?—A. That is mine. It is there.

By Mr. Fournier:

Q. Your initials are on it?—A. Yes.

By Mr. McInnis:

Q. That is your notation?—A. Yes, that is my notation. That is to the Assignment Branch at that time.

Q. Can you say who that was sent to?—A. It would be sent to the Assignment Branch, to some clerk in charge of assignments. With regard to the letter to the department, "B" wrote the letter. I cannot recall who "B" was twenty years ago. Mr. Bland could not. He said it was not he, and that is so, because he was overseas. The letter reads:—

SIR,—The bearer Mr. W. H. Foran has been selected for temporary employment as one of the two filing clerks requisitioned in your letter of the 15th instant, for the Departement of Immigration and Colonization. Mr. Foran was one of the successful candidates at the recent competitive examination for the Third Division Clerkships. He has also had seven months experience as a filing clerk in the Department of the Interior.

That has a notation on it, "Candidate 3B, May, 1918."

By Hon. Mr. Stewart:

Q. May I ask a question of Mr. Foran? Suppose some other person than W. H. Foran had been selected, would the letter have been just the same as that?—A. Yes.

Q. Except the name would not have been W. H. Foran?—A. Yes.

By Mr. Fournier:

Q. Can you produce a file where you sent a similar letter for anybody else that was appointed in the department? Can you show me another file?—A. I could show you thousands.

[Mr. Wm. Foran.]

Q. Show me one?—A. My dear fellow, I have not got any here.

Q. If you can get a file showing me a similar letter, I am satisfied that it is the routine of the department.—A. Sure it is the routine.

Mr. SPENCE: There is nothing in that letter that anybody would not write.

By Mr. Glen:

Q. Who signed that letter?—A. I presume that I signed it, but I may not have signed it. My assistant probably signed it at that time.

By Mr. McInnis:

Q. Even if you did sign it, it is only routine?—A. Yes. It is in accordance with our practices at that time. There is no question about that. There is no question about that at all. My statement is that my son got into the government service as a temporary. He passed the examination. He was appointed properly. Since that time he has been promoted properly. He is doing good service. And I think it an outrage—oh, I think sometimes I cannot see clearly when I look at the chairman, and I look at the young lady there: I get so enraged at the suggestion that twenty years afterwards, after my period of service, that I should be brought here and humiliated——

The CHAIRMAN: Mr. Foran, keep quiet, please, and do not get excited.

Mr. McNEIL: Just keep cool.

By Hon. Mr. Stewart:

Q. Just to clear that up—by whom was your son selected for that position?—A. By the Civil Service Commission.

Q. Well, will you give us more in detail, by which branch?—A. Well, by the official in charge of assignments; he made the assignment. I probably never knew anything about it.

Q. Were you a member of that branch?—A. No, I was secretary. I had nothing to do with.

By the Chairman:

Q. You are going further. There is nothing to that effect on the file. There is nothing to the effect your son was appointed by the assignment branch; he was appointed on your recommendation.—A. He was appointed by the commission, not by me.

Q. After he had been a temporary?—A. Well, of course, let me tell you this, Mr. Chairman: there are hundreds in the service to-day who passed an examination, and they are going to be appointed permanently after they have qualified. He would not be appointed until after he qualified.

By Mr. Spence:

Q. Your son has been advanced in the service since he has been in there?—A. Yes.

Q. And he passed some further examinations?—A. No further examination required.

Q. No further examinations from the time he was appointed in 1918?—A. No. Most of the people in the service to-day obtain higher positions by ratings or by reclassification of duties. If they are assigned new duties——

Q. Instead of examinations?—A. Yes. He has been treated exactly as any other official; it would not be possible to do it otherwise.

By Mr. Fournier:

Q. At the next session will you bring down the file in which there is a letter from you or somebody?—A. I suggest, if you allow me, to lay off the Foran family for a while.

Q. No, I resent that, Mr. Foran. I am going to tell you that you are not a good witness. You are harming your own case.—A. What I mean is this.

Q. I am not laying on the Foran family at all. I have been a good friend of that family.—A. What I was going to suggest is this that you really have an important trust referred to you by parliament. Now, you have not made very much progress. I came here originally as a witness with Mr. Bland to try to help you. Then I was sent home to look up my relatives. Then I come here and I explain that and now I am asked to explain an examination that my son passed twenty years ago, which he did pass and passed honestly and so on. Now you seem to be devoting your time to the Foran family. If there are any other questions regarding the Foran family I suggest you refer them to Mr. Tomlinson's committee or Mr. Glen's committee.

By Mr. Tomlinson:

Q. Now, Mr. Foran, I should just like to say this. We have been examining this for several days, and I know it has worried you considerably. Would you say that a man in a position of trust such as you have, should have any relatives try examinations for positions in the service, or members of the commission either?—A. Oh, yes.

Q. You would say yes?—A. Yes.

Q. In other words—A. Why should not they?

Q. I shall go on and expand that a little further. You are adjudicating upon your own relatives.—A. No.

Q. Yours and the commissions. Just a minute. Your relatives and those of the members of the commissions families come before the board—the results of the examinations—and you have to decide, that is, the commission itself, has to decide who shall receive the appointments on the result of the examinations. Let us take the legal aspect of it. An executor of an estate is not allowed by law to purchase property belonging to the estate unless he has special permission from the court. The average executor is honest, but the court felt that he might be swayed in his opinions, and it was a temptation to allow him to do so. You are placed in exactly the same position, because you and the commission are settling the fate of hundreds who are trying these examinations. After your experience would you still say that members of your own family and members of the families of the commissioners should attempt to enter the service?—A. Yes.

Q. I am just asking you that because you see the position you are now in?—A. Certainly. Let me tell you this. I have nothing to do with the examinations. The examination is authorized by the commission; it is advertised. The candidates are examined. I never see anything about that competition until the eligible list is finally brought in to me for approval. Now, I do not even look over that list because I assume the work has been done thoroughly.

Q. You do not approve of something without checking it over, Mr. Foran?—A. I sign it. You have got a misconception. I make no decisions. Anything that I might sign would not be worth the paper it is written on if it was not authorized by the commissioners.

Q. Why do you have to approve it?—A. I send it to the commissioners for approval; and many of the eligible lists you will find have not even been signed by me; because when the examination branch makes the eligible lists we send them right to the commissioners for signature.

Q. The commissioners sit around a board, do they not?—A. They do. They do not sit around every eligible list. I have known eligible lists come before the board and the commissioners have signed them as a matter of routine. The commissioners themselves cannot be expected to know—

[Mr. Wm. Foran.]

Q. But new appointments, then?—A. New appointments, they do not all come before us.

Q. It does not come before the commission at all?—A. Let me give you the procedure with regard to new appointments. We get a requisition from the department for the appointment of a stenographer or for a typist, or a grade 2, whatever it may be. It goes to the organization branch. They certify that it is a grade 2 position. Then it comes down to the assignment branch, and the next person on the list is assigned. The commission never see it until they get it before them on what they call the schedule—

Q. So there is no eligible list?—A. Then, if there is not the assignment branch discuss it with the commissioners.

Q. Then you advertise and your examinations are tried and the results come in and you finally decide as to that appointment?—A. The commissioners do; I do not decide anything.

Q. Do you sit in on that board?—A. At times yes, other times no. As a matter of fact a case of that kind would go from one desk to the other, go to the commissioner and then to the two other commissioners, as soon as it was signed by them—there are many things that I do not see at all.

Q. The reason I say that is that you leave yourself open to criticism.—A. We have had commissioners with sons in the service.

Q. Yes, I know—

By Mr. Glen:

Q. I am going to ask you one or two questions to which you can answer yes or no. I want to get my mind clear on this particular case with regard to your own son.—A. Certainly.

Q. A letter came from Mr. Cory addressed to you as secretary for the commission asking for the appointment of a clerk. The letter appears to have your notation and it was then sent to the assignment branch. So far as you are personally concerned when it goes to the assignment branch you have nothing to do with the appointment, the assignment branch makes the appointment?—A. The assignment branch makes the appointment, yes.

Q. You made no requisition so far as your son is concerned. Is it a fact that you made a requisition to the assignment branch that your son should be appointed?—A. No. This is a long official file, but these letters are sent out under my name. Everything that goes out of the commission, even notices of all kinds, go out over the signature of William Foran, secretary.

Q. When it goes to the assignment branch it is out of your hands altogether?—A. They make the assignment in accordance with the rules, yes.

Q. When the assignment is made it comes back to you and you sign it?—A. Sign the letter.

Q. You do that as secretary of the commission?—A. Some have been stamped and the word "for" put underneath.

Q. You, as secretary of the commission, either sign yourself, or somebody signs for you?—A. It is a matter of routine, exactly.

Q. The carrying on of the routine detail of the office?—A. That is it.

Q. After the assignment branch sends back the name of the one that is appointed, that letter is sent by you as secretary of the commission or some one in the department does it for you?—A. Quite so.

Q. When you refer to my committee you are making a mistake; we have a sub-committee, but it is not mine.

By Mr. Mulock:

Q. Did I understand that the first letter from Mr. Cory asked for the appointment of two returned soldiers?

The CHAIRMAN: Yes.

Mr. MULOCK: Is there anything on the record there that shows that the returned soldiers were not appointed?

The CHAIRMAN: No.

The WITNESS: I suggest the explanation of that is there were probably not two returned soldiers on the list at the time. I do not know why they were not there, Mr. Mulock. Another reason—as a matter of fact, that file shows only one application was sent out; I do not know who the other would be, but we will try to check that up and see if any returned soldiers were ahead of him on the list. The question of returned soldiers is something we tried to check up a long time ago, but the records were not in very good shape at that particular time.

By Mr. Fournier:

Q. Who signed the certificate of appointment to that position?—A. The secretary signs everything over \$1,000; the others are stamped, initialled by the head of the assignment branch.

Q. I understand when anybody is appointed in any capacity there is a certificate issued by the commission?—A. Yes.

Q. Whose signature does this certificate bear?—A. Well, I think at that time it bears my signature. I am not quite sure about that.

Q. I am just looking over that.—A. The rule was made afterwards, because the certificates were so numerous it was impossible for the secretary to sign them all, so we authorized the chief of the assignment branch—the assignment branch was formed after the reform came in in 1918.

Q. In this file you state the following to Mr. Cory:—

I have the honour to enclose herewith certificate for the temporary employment of Mr. W. H. Foran in your department, in accordance with the provisions of section 23 of the Civil Service Act, 1918.

I am, sir, your obedient servant,

(Signed) W. FORAN,
Secretary.

A. Yes.

Q. I find on the file a second certificate which is issued and signed by Mr. Roche and countersigned by William Foran.—A. Yes; all permanent appointments at that time were signed by the chairman and secretary.

Q. Six months after?—A. He is appointed permanently.

Q. Was that regular routine?—A. Yes, everything is regular.

By Mr. Lacroix:

Q. Mr. Foran, parlez-vous francais?—A. Yes; I think I understand it better than I speak it. I suggest you speak English better than I speak French.

Q. (Mr. Lacroix asked this question in French but translated it for the reporter.) Don't you think it would be a good thing to have a secretary of the most important national commission a man who was bilingual?—A. Well, I think I know what you mean. I think you are right in that, too. Whenever I want anything to eat I can make myself understood in English; when I want to make love to the ladies, I can make myself understood in French.

Q. I think you are not competent enough to fill the position, because all the files are passed through your hands and I wish that you would take your pension as soon as possible to be replaced by a bilingual secretary.—A. I know exactly the point you are making; but I have always known enough about French to get by with it.

[Mr. Wm. Foran.]

By Mr. Fournier:

Q. You do speak French to a certain extent?—A. I speak a good deal of it in my own family, as you must have noticed by my evidence last week. When I want to say anything nice to them I say it in French; they find it nice to talk to me in English, but when I get mad they do not like the way I talk to them at all; but I see your point. Mr. Lacroix' point is there should be somebody in the position of secretary who is bilingual.

By Mr. Lacroix:

Q. One-third of the population of this country is French, and everything as far as the secretary's duties are concerned is passing through your office.—A. But remember I was appointed at the time when they knew I did not speak the two languages, and in those days the subject was not as acute as it is to-day. One of the first things I did was to appoint a good French second to the commission, so that we would not suffer any inconvenience by reason of the fact that I was not what you would call a French scholar; but I always, as I say, knew enough French to get by so that the question never became acute until now. Your bill is now passed, Mr. Lacroix, and I think perhaps that is a question that you might properly ask. Mr. Lacroix wants to have a secretary succeed me or have somebody appointed—as a matter of fact I have a French assistant, but he thinks there should be joint secretaries, one French and one English. Now, that is a subject that will probably come up later on.

By Mr. Fournier:

Q. Would it be possible, Mr. Foran, for French files to be handled by this joint French secretary?—A. I think, Mr. Fournier, that we have pretty well followed that practice for some years. When Mr. Tremblay was appointed in 1926 he suggested that we might avoid a lot of trouble if all French files were dealt with by him. I said as far as I was concerned I was quite willing that it should be done, and from that time on, since Mr. Thivierge's appointment as assistant secretary they have been pretty well all dealt with by the French commissioner and the assistant French secretary. I think I can say that there may be the occasional file that is not. They all eventually have to come to the commissioners, but I think until they are ready for approval you will find that they are dealt with by Mr. Potvin and Mr. Thivierge. I think you will find they deal with those appointments entirely. Of course, there is the organization branch, where the position has got to be classified. I think there are a couple of French speaking people there.

By the Chairman:

Q. You will recognize your own initials?—A. Oh, yes.

Q. Here is a recommendation for the creation of a position of immigration investigating officer grade 2 (\$1,620-\$1,920) in lieu of clerk, grade 4, who is assigned to investigations grade 4 (\$1,600-\$1,800) to cover the duties of Mr. W. H. Foran who is assigned to investigations in the province of Ontario. This would appear to be your signature?—A. Yes.

Q. These are your initials?—A. Yes, approved by the Commissioners.

Q. On the recommendation or approval by you?—A. Of course, this is a report of the organization branch. As a matter of fact, all these reports of the organization branch have to go through me. I could not refuse to do that.

Q. Well.—A. It is signed by Dr. Roche and Mr. McTavish and Mr. Tremblay.

Q. After you. The first one is signed by you.—A. But passed on by them.

Q. These are your initials, are they not?—A. Yes.

Q. Now, Mr. Foran, I shall leave this file with you for a few moments and I shall take you from the 29th July, 1918, the date on which your son was employed as a temporary on a certificate issued by yourself.—A. By the commission, I beg your pardon.

Q. Just a minute. W. Foran, secretary.—A. That is the commission.

Q. You are signing in both capacities, as William Foran and as secretary. I will ask you if from that date, July 29, 1918, the date on which you issued a certificate for temporary employment for your son until the 20th January, 1919, when there was a second certificate issued by the commission, there is any paper from the commission showing that your son has been appointed by the commission, other than yours alone?—A. I think I have made it perfectly clear, Mr. Chairman, that my signature on a certificate that is not authorized by the commission is not worth the paper it is written on.

Q. That is all right. Will you please show me any paper between that date in July 1918 and January 20, 1919, from the commission approving of the appointment of your son.—A. We will have—the approval is the fact that a certificate was signed by Dr. Roche.

Q. A certificate signed by Dr. Roche in January, 1919. But I asked you if from July 1918, to January 1919, six months, there is on file any paper showing that the commission did anything with regard to the appointment of your son, or did you do it alone?—A. I do not know what you mean. I could not do anything alone. I have emphasized that half a dozen times. My signature on any certificate is not worth the paper it is written on unless authorized by the commission; and I suggest there is no officer of the Civil Service Commission who would go to work and do anything of that kind, issue any certificate unless they knew it was authorized.

Q. Is there anything on the file showing that? That is my question, Mr. Foran.—A. I presume there is somewhere.

Q. Will you please find it. I am speaking of from July 1918 to January 20, 1919.—A. I do not know what you are driving at. You have been studying this file; I have not seen it for twenty years.

Q. You have the file in your hand; it is not a big file.

Mr. GLEN: The chairman is asking you this. There was a temporary appointment in July 1918 and a permanent appointment in January 1919. The chairman is asking you if there is any recommendation coming from the assignment board asking that a permanent certificate be issued.

The WITNESS: Mr. Glen, the Auditor General would not pay any salary to anybody unless he had a certificate of the commission.

By Mr. Glen:

Q. The question is simply this: is there anything on the file between July 1918 and January 1919 which would show that the boy was to be appointed a permanent?—A. Yes, there are all these letters on file here.

Q. That is what he is asking you.

By the Chairman:

Q. Will you read any letters between those dates? I am not here to crucify anybody.—A. Well, you—I do not know what your attitude is at the moment.

Q. My attitude is I want proof, and that is all, and I give you the opportunity to supply it to us if there is any.—A. Yes, I say there is proof.

Q. If there is proof, show it please.—A. You know, third division examinations—all certificates, I presume, are on the files, if they are not—you are asking—I want to get that clear from you—you are asking if the certificate for his temporary employment signed by—

[Mr. Wm. Foran.]

By Mr. Fournier:

Q. Yes, signed by whom? It does not appear in the file, as I have looked over the file.—A. You mean temporary employment?

Q. Yes.—A. We will have to get the information if it is not on the file. The file shows he was temporarily employed, does it not?

The CHAIRMAN: I have another question.

By Mr. Fournier:

Q. There is a letter there saying:—

I have the honour to enclose herewith the necessary certificate from the Civil Service Commission in the case of the appointment of Mr. William H. Foran to the staff of your department as a clerk in grade C of the second division.

Where is that certificate?—A. The Auditor General was notified.

Q. That is not a certificate. I have looked over it; I cannot find the certificate.—A. I will have to find it.

Q. If you read the file the way it is now the impression I get— —A. Sure.

Q. —is that you made the appointment yourself.—A. Well—

Q. You look over the file. I know what files are. Show me a certificate signed by the chairman or by somebody for the appointment. That is all we want.

By the Chairman:

Q. After the temporary appointment. Is there anything else besides the letter bearing your name? That is a simple question.—A. Yes. The certificate should be there, because as I say—

Q. The certificate is there. It is in your own name.

By Mr. Fournier:

Q. Your letter reads:—

I have the honour to enclose herewith the necessary certificate from the Civil Service Commission in the case of the appointment of Mr. William H. Foran—

Q. The certificate is here.—A. We will have to get the certificate if it is not there.

Q. We have it here. That is the certificate.—A. "I have the honour to enclose herewith the necessary certificate from the Civil Service Commission—"

Mr. McNIVEN: No. He says he encloses the certificate.

The WITNESS: I enclose the certificate. I suggest the clerk in charge failed to put on the certificate, that is all, because there is the letter signed by me as secretary, yes.

By the Chairman:

Q. Is there anything to show that your son has been appointed by the commission and not by yourself?—A. My dear man, you will persist in being unfair, although—

Q. I am not unfair. I want you to withdraw that at once. Will you please withdraw it? Mr. Foran will not say a word until he withdraws that. I want you to withdraw at once that I have been unfair to you, Mr. Foran. Will you please withdraw?—A. Mr. Chairman, realizing your position, I withdraw.

Q. No. I want you to withdraw without any restriction.—A. I withdraw it.

Q. All right. Be careful in the future.

By Mr. Fournier:

Q. I think we can complete this in a moment. You admit there should be a certificate?—A. Mr. Fournier, we say in the letter we are enclosing the certi-

ificate. It must be somewhere. We say we are enclosing it. The letter went out. Apparently it was a letter that was not signed by me but rubber stamped. Do you see, it says: "we are enclosing the required certificate?" I suggest that the certificate is somewhere.

Q. Did you not have a copy of the certificate in your file?—A. I would say on most files. It may be a case like that where a certificate was not copied or was not put on the file. But here is an official letter of the department which says a certificate is enclosed.

Q. But you have not got a copy of some document in the file showing that the appointment was approved by the board. You know there is something missing in the file.

By Mr. Tomlinson:

Q. Would there be a chance of the certificate being sent to the department?
A. Yes. That is where it was sent; quite so. I suggest that there was an oversight in not putting a copy of it on the file. I imagine that there were a great many certificates that were not duplicated because we simply could not keep up with the work.

By Mr. MacInnis:

Q. You will attempt to find it?—A. Yes.

By the Chairman:

Q. Will you please look up the report and classification in the same file and tell us if your son who was born on the 14th April, 1900, was employed as a temporary in the Interior Department from the 15th May, 1916, and also in September, 1916, and on the geodetic survey from May 1, 1917, and in the Finance Department on August 1, 1917, and then in the Immigration Department? Will you please tell us if he was employed from the time he was 16 years old until 1918 as a temporary?—A. I think that my son used to get summer employment, yes. I think that is right.

Q. This boy of 16 had so much pull he did not need the recommendation of his father to get temporary employment in the departments?—A. He got some work in the summer time with survey parties, things like that.

Q. There is no record on the file showing where he has been recommended there.—A. No. I think he went up to see the head of a certain department, and he took him along because he was taking his son along at the time. That is the way that was done, as I recall it.

Q. You had nothing to do with it? You did not give your consent to your son getting employment in the service?—A. For a couple of months in the summer time? Would you do the same thing?

Q. No; I did not ask you that.—A. No.

Q. It was done outside of your knowledge. You did not know anything about it, did you?—A. I cannot tell you at this late date what I knew.

Q. Your son was living at your place at the time?—A. Yes.

Q. You did not know anything about his appointment?

Mr. McNIVEN: Mr. Foran did not say that.

The WITNESS: Exactly, he is misinterpreting it.

Mr. FOURNIER: I believe, with the consent of the members of the committee and with your consent, that we should adjourn the discussion of this file until some later time.

Mr. DEACHMAN: For six months.

Hon. Mr. STEWART: Till the next session of the House.

[Mr. Wm. Foran.]

Mr. FOURNIER: I gave verbal notice at the last meeting of the committee that I would have a motion to submit today, if the chairman saw no objection. I have drafted a motion and have given a copy of it to the clerk. The motion is as follows:—

Whereas it is expedient and in the interests of the public, the civil service and the Civil Service Commission, that a standing committee on civil service matters be appointed at the commencement of each session of parliament.

That this committee recommend to parliament that standing order 63 be amended by adding, after clause (k) of said order, the following clause (l)—on civil service matters to consist of nine members, five of whom would constitute a quorum.

Standing Order 63 reads as follows:—

63. (1) At the commencement of each session, a special committee, consisting of five members, shall be appointed, whose duty it shall be to prepare and report, with all convenient speed, lists of members to compose the following standing committees of the House:

And then follows a list including: (a) Privileges and Elections; (b) Railways and Canals and Telegraph Lines and so forth down to the letter (k) on Debates. My motion would be to ask an amendment to this standing order by including a subsection (1) on civil service matters, as I have just read.

I find in the report of the Civil Service Committee of 1932 that this recommendation was made to the House of Commons. It was moved in the House by Mr. Lawson, I believe, who was chairman of the committee in 1932. I have not the English copy of the Journals of the House; I have a French copy; but I will try to translate it for you. Under subsection 20 of their report to the House, they say:—

To render the administration of the Act more efficient, and also the direction and the administration of the civil service, the committee recommends that the House should form a special committee on civil service matters composed of seven members.

This is the report in 1932. The adoption of this report was moved by Mr. Lawson, seconded by Mr. Plunket, and it was carried on the 12th of May, 1932. I have obtained information since, and I find that since 1932 the House did not act on this recommendation. I find, if I am rightly informed—although I have not found it myself—that it was recommended by previous committees on civil service matters that a special, select or standing committee should be appointed. The reason I make this motion is that this Civil Service corporation employs nearly 60,000 people. The country is disbursing the sum of \$90,000,000 in pay to the servants in the employ of the government. We have committees sitting here every five, six, seven or ten years; and when they do sit during the session they have not the time to go into certain details that would interest the public, the service and the commission. I really believe that a standing committee which would sit at every session and go into the operation of the Act, into the appointments and into the promotions, would not only help the servants themselves, but would help the work of the commission. I put that question to Mr. Bland when he was a witness, and he answered that he favoured that idea of having a standing committee. I do not see any serious objections to the recommendation. It has been adopted under every regime, and I think it would be the most important recommendation we could make to the House after the sittings of this committee; because after three or four months' sitting here we will find something, and we will find that everything is not all right. Then we will not sit for four or five years after making our recommendation, and members will lose interest in the administration of the Act. So, if it meets with the agreement of the committee, I would make this motion.

Mr. GREEN: Mr. Chairman, this recommendation may be very wise; but I think perhaps it is a little bit premature. For that reason I would suggest it be referred to the sub-committee of our committee in the first place in order that we may carefully review the wording of the recommendation; and then I think it is also important that we call the sub-committee together in order that we may discuss the agenda for future meetings of this committee. I think we are drifting quite a bit. The session, I hope, is drawing to a close; and the first thing we know we will just have to rush in a report without getting down to the merits of a great many issues which, in my opinion, should be considered by this committee. I would suggest that we refer this recommendation of Mr. Fournier to the sub-committee for consideration and report back to this committee, and that we ask the sub-committee to recommend and work out an agenda for future meetings of this committee. There is no rush about Mr. Fournier's recommendation. It is properly a matter for the final report and not for an interim report. Bringing it into the House at this present time, especially if it causes a debate and row in the House, is only going to defeat Mr. Fournier's object, in my opinion. I think it should be left for the final report of the committee, and it may then be dealt with along with the other matters that the committee is dealing with.

Mr. GLEN: I am seconding the motion of Mr. Fournier. In answer to Mr. Green, I may say that the difficulty here is that if we do not bring in an interim report now, nothing will be done this session; because as we are going on at the present time, probably this committee is going to close at the end of the session, which will mean that another year will elapse before anything is done.

Mr. GREEN: That should be considered by the sub-committee. The wording should be considered.

Mr. GLEN: The suggestion which has been made, to the effect that it should be referred to the sub-committee to be discussed, I think probably is a good one; and if they would do that and bring it back to the next meeting and report to the committee, I think it would satisfy Mr. Fournier.

Mr. FOURNIER: If it was referred to the sub-committee, it would be all right.

Mr. GLEN: The reason I am suggesting it go to the sub-committee is this: there we may get to know just what we have got to meet and whether we will be able to carry this thing through, close up the committee and make our report in time for legislation this year. If not, my thought was that we would have this report, this interim report, in order that legislation may be brought before the House this year, in order that it might operate next year.

Mr. GREEN: I think it should be considered by the sub-committee.

Mr. GLEN: Very well.

Hon. Mr. STEWART: I submit that the motion should be laid on the table. I think it is a proper matter of report for this committee. As far as this session is concerned, there is no chance of any action being taken by the House to appoint a standing committee. We have a committee, and that is the end of it as far as this session is concerned.

Mr. GLEN: You mean, even if we submit an interim report recommending this, there would be no action?

Hon. Mr. STEWART: Would they appoint a standing committee this session?

Mr. GLEN: No.

Hon. Mr. STEWART: That is what I say.

Mr. GLEN: I mean with regard to the amendment of the rule.

Hon. Mr. STEWART: Exactly. There would be no action taken that would result in the appointment of a committee this year. Surely we do not want another one in addition to the one we have.

Mr. GLEN: Oh, no.

Hon. Mr. STEWART: It would seem to me, that being so, that there is no cause for haste. There is much to be said in favour of it and much to be said against it. I, for one, believe that the less we rake the Civil Service Commission over the coals and the less we make it a matter of political controversy, the better it is for the service and the better it is for the country. Now, you have an annual meeting of the committee; and the temptation may be, and possibly the tendency may be, to keep the administration of the civil service more or less a matter of political review. I think that it should at all times be possible to review the work of the Civil Service Commission. It is not sacrosanct; and if at any time anything appears to be defective, it should be reviewed. I think we can make some helpful recommendations here. But to my mind, Mr. Chairman, there is just the danger of keeping the administration of the service and its activities more or less in a turmoil by annual meetings of a committee. As Mr. Fournier says, there is a large expenditure of money. So there is. But the expenditure of the money is under fixed conditions, under fixed rules. It is not a matter of discretion at all. Those salaries are fixed and determined; appropriations are made by parliament. I do not want to say any more at this time than just to support this, to say this is a very important matter and to suggest that the resolution be laid on the table for consideration as part of our final report after we have had an opportunity to debate it and consider it on its merits. That is all I wish to say on that. I have been sitting here all morning. I did not wish to interrupt the proceedings, but I have a telegram that I have been asked to read.

Mr. TOMLINSON: First, I rise to a point of order.

The CHAIRMAN: Just a minute. Mr. Stewart is not finished.

Mr. TOMLINSON: Yes. But I am rising to a point of order, because I happen to know what this telegram is. It is a telegram in connection with Dr. Maloney, who has forwarded it to him. Before that telegram goes on the record—I do not mind it being read, but Dr. Maloney, I understand, was here the last day.

The CHAIRMAN: Would you show that telegram to me, Mr. Stewart?

Hon. Mr. STEWART: Yes.

Br. TOMLINSON: I feel that while he has denied it in the papers, there are a considerable number of questions I would like to ask him in connection with this matter. It is not quite fair that this telegram should be placed on record without him being present. It is not evidence by any means.

Mr. GLENN: To get back to Mr. Fournier's motion, may I say that I have consented to second it—

The CHAIRMAN: Mr. Fournier moves that rule 63 be amended in order that there shall be in the future a standing committee on civil service. That is the motion. In the second place Mr. Green suggested, probably as an amendment, that it be referred to the sub-committee. Then Mr. Stewart suggested that it should lie on the table for further discussion to be included in the final report. We shall first of all deal with Mr. Stewart's suggestion with regard to laying the motion on the table for consideration. Will you indicate whether you approve of that suggestion or not?

Mr. MACINNIS: Mr. Chairman, before you put that, may I say a word. I am supporting Mr. Stewart's position. May I say that I was a member of the committee of 1932 and approved of the proposal made by Mr. Fournier, and I support it now, but I think it should go to the House as part of our report. I believe we should not make our report piecemeal, but should make a final report for this reason: if we make a well-built report to the House with regard to the operation of the Civil Service Act and the work of the Civil Service Commission I think we shall find the House in a better frame of mind to pass on a standing committee than if we do it piecemeal, because the House will take the attitude

that we have not done anything in our committee if we put in an interim report. I think it would be much better to have this recommendation as a part of our final report than to bring it up before the final report goes in.

Mr. GLEN: I want to intervene now. The reason why we want this report made at this time is that some legislation may be passed whereby a standing committee will be formed automatically at the beginning of next session. Mr. Stewart seems to suggest that this would reflect unfavourably towards the Civil Service Commission. I disagree entirely with that because I want to say this, that so far as Mr. Fournier and myself are concerned in moving and seconding this motion, we do it for the purpose of eliminating politics from the Civil Service Commission. I want to make that as emphatic as possible. There is no suggestion on either of our parts of that at all. We make this motion so that politics shall not enter into the civil service at all. I would not be a party to any such resolution unless it were for that very purpose. There is a matter of controversy there, as Mr. Stewart says, but nevertheless I want to make myself clear.

Hon. Mr. STEWART: I am sure we all desire the same result that Mr. Glen has stated. I agree with him in the desire that he wishes to accomplish, but he will agree with me, I am sure, that we may differ in our opinions as to how we may accomplish that result. That occurs in parliament every day. That is what parliament is for. I think it is a matter for discussion and debate. I agree with him, though, we all have the same object.

Mr. FOURNIER: I can add only one word to what Mr. MacInnis has said. If we wait until the end of the session and we present a report to the House it will pass, but that won't mean that standing order 63 will be amended, and we will start in next session and there will be no standing committee on civil service matters. If we present an interim report, the rule may be amended during this session and at the beginning of next session we will have a standing committee.

Now, as to having politics interfere with the civil service, I am convinced when we have this committee and it is repeated to the public that there is no politics in it, we shall keep a good many people away. The reason that harm is done is that we sit only once every five or six years. During the interval people come back to the old story of the playing of politics in many appointments and promotions and so forth. If we sit every year and repeat that we have nothing to do with the appointments or promotions, things may be a little quieter afterwards. I have no objection to this motion being sent to the sub-committee for further study or redrafting.

Mr. GOLDING: I would support Mr. Green's amendment to the effect that this motion be sent to the sub-committee for study.

Mr. FORAN: May I say a word, Mr. Fournier?

Mr. FOURNIER: Certainly.

Mr. FORAN: Who suggested the idea of a committee in 1932?

Mr. FOURNIER: It was given by the members of the commission.

Mr. FORAN: It was I who suggested the idea to the committee in 1932. You will see the reasons I gave as to why it would be a good thing to establish.

The CHAIRMAN: Now may I say a word with regard to the telegram that Mr. Stewart has. At the last session of the committee I came down here about five or ten minutes past eleven, and Dr. Maloney, who is a personal friend of mine, the ex-member for Renfrew, was not in the room at the time. We sat for a short time and then we adjourned early. After the adjournment had taken place Dr. Maloney came in and told me that he was here at 11 o'clock and had left before I came in. I told him that he should have stayed longer. He dropped in immediately after the committee had adjourned. He said that he had a statement to make about his relatives in the service. I point out to you the fact that what I have said on previous occasions applies to this one. There is nothing

shameful in having relatives in the service provided that they got in honestly through the merit system, in the case of positions which come under the Civil Service Commission. Then there are positions which come under ministerial authority. I do not know anything about that. I know the Misses Maloney; they are delightful young ladies. I know their father and mother. They are my friends. I do not know anything about the appointments, and I do not know what Mr. Tomlinson, who asked for the files, intends to do about it.

Hon. Mr. STEWART: Mr. Chairman, is the position of this committee to be that no representations can be made by a man upon whom for the moment some sort of reflection may arise? This gentleman was here for the purpose of making a statement. The committee adjourned early. Now, he sends me a telegram which he asks me to read. Surely this committee is not going to take the position that a former member of this House cannot send a telegram to this committee and have it read.

The CHAIRMAN: Mr. Stewart, that is not the point at all. I have not said anything about it.

Hon. Mr. STEWART: I know that.

The CHAIRMAN: I have not said anything about that. I want to hear you before I hear Mr. Tomlinson, and then I will decide what seems fair. Do not say that I object to the reading of the telegram. I have told the committee what happened before the telegram was sent.

Hon. Mr. STEWART: Yes, exactly; and rightly so.

The CHAIRMAN: I have an open mind, and I want to hear you and hear Mr. Tomlinson on that; and afterwards I will decide according to my own judgment.

Hon. Mr. STEWART: As a matter of fact, he came down here for the purpose of making a statement in person, assuming that the committee would sit until one o'clock; but owing to special circumstances the committee adjourned early. He expressed his intention of being here to-day to make a statement, and I am sure if it is the desire of the committee that, after reading the telegram, he should appear and supplement his telegram by statement, you will find him ready to do so.

The CHAIRMAN: Just a minute. I do not wish to interrupt you, but I must tell you that if Dr. Maloney had been in the room when the committee sat and had asked for a hearing, he would surely have got it from any member of the committee; and no member of the committee would have objected to it.

Hon. Mr. STEWART: And he will get it, I am sure.

The CHAIRMAN: I can tell you if he entered the room at the time the committee sat, as he was before and after, any member of the committee would have been pleased to hear him. I know that.

Hon. Mr. STEWART: Certainly. What is the objection to hearing him through a telegram and following that up?

The CHAIRMAN: I do not see that there is any objection.

Hon. Mr. STEWART: I cannot see it.

The CHAIRMAN: No. Just a minute, Mr. Stewart.

Mr. FOURNIER: You have to listen to Mr. Tomlinson after Mr. Stewart.

The CHAIRMAN: I am not deciding anything until I hear Mr. Tomlinson, and I did not say a thing. I want to hear what Mr. Tomlinson has to say.

Hon. Mr. STEWART: Mr. Chairman, if I had desired to put anything over or put in anything that was not strictly according to the rules of evidence, I would not have adopted the course that I have adopted. Mr. Tomlinson is a lawyer.

I am one too. As a matter of courtesy, I handed him this telegram, as he was interested in the subject.

The CHAIRMAN: That is all right.

Hon. Mr. STEWART: If I had desired to just get up and ask to read the telegram, Mr. Tomlinson would not have known anything about what was in it. But as a matter of courtesy, I passed it over to him so that he would know what Dr. Maloney desires to say. Now, when I get up to read the telegram, he objects to it.

The CHAIRMAN: No.

Mr. TOMLINSON: No. I want to be very fair here.

The CHAIRMAN: Just a minute, Mr. Tomlinson.

Hon. Mr. STEWART: Mr. Chairman, Mr. Tomlinson says he did not object to it.

The CHAIRMAN: No.

Hon. Mr. STEWART: He objected to my reading it. He said, "You cannot read the telegram."

Mr. TOMLINSON: I will make my own speeches.

The CHAIRMAN: Just a minute.

Hon. Mr. STEWART: I am making my own.

The CHAIRMAN: I want you to act like brothers. That is my point.

Hon. Mr. STEWART: I have tried to do that with him.

The CHAIRMAN: You remember very well what happened the other day, Mr. Stewart, in the committee. The discussions should not take a wrong turn. Mr. Tomlinson had some notes on the back of an envelope, some names, and he read them off, and he said, "I am told that these persons are related to a certain Dr. Maloney, a former member of parliament." Mr. Bland said, "I cannot verify that fact now." I suggested to Mr. Tomlinson that he get in touch with Mr. Bland or Mr. Foran to have some details about that. That is what happened. At the last meeting there was no insinuation made by Mr. Tomlinson; but it was taken as such, just the same as if it was an insinuation. I would be glad to have some relatives in the service, provided that they had got there honestly. There is no objection to that.

Mr. TOMLINSON: Mr. Chairman, I want to make myself very clear on this. When I stood up before, I said I did not mind the telegram being read, but I did not think it should go into the record as evidence. That is why I objected to that telegram—not to it being read out. If the newspapers got it, fine. But also when I asked the question the other day, such a furore took place in the Conservative ranks that I was not able to finish my story.

The CHAIRMAN: Mr. Tomlinson, here in the committee we are high above politics. You know that. We are not biased by politics.

Mr. TOMLINSON: If they had given me time to finish my statement instead of interrupting me, I would have said that four of these resided in one house and four at another. But I did not have the opportunity whatsoever. All I say to-day—and I want to be fair to Dr. Maloney; I did not even know the man before nor any of his family—is that I want to be perfectly fair to him. If he wants to read the telegram to members of the committee and to the press, that is fine; but I do say that, before it goes on the record, Dr. Maloney should be here. There are a few questions I would like to ask him. I have not here any of the files. There are several of them. I would like to check them a little closer.

Mr. SPENCE: It is not what this committee was set up for.

Mr. TOMLINSON: That is what these files are there for. I want to have Dr. Maloney. You can read the telegram if you wish, but I do not think it should go on the record.

The CHAIRMAN: Before the telegram is read, you have no objection to my telling you what Dr. Maloney told me, although it is hearsay. He told me that he had only three daughters in the service and two of them had been appointed by the Civil Service Commission regularly after passing examinations, under the Liberal government; that one of them had been appointed by Mr. Gordon, Minister of Labour, and that he had nothing to do with the others. That is what he told me. This is not evidence. It is a reference to a conversation which I had with Dr. Maloney or which Dr. Maloney had with me. Having said that, I do not think you will insist on reading the telegram, Mr. Stewart, because it is to the same effect.

Mr. FOURNIER: I would like to hear the telegram.

The CHAIRMAN: Would you please read it?

Hon. Mr. STUART: Thank you. This is a telegram which is dated Eganville, Ontario, May 12, 1938, and addressed to myself at the House of Commons, Ottawa, reading as follows:—

Impossible to be in Ottawa to-day I have three children in government service Mary and Nell appointed by Civil Service Commission after examination Catherine by ministerial authority others named by Tomlinson unknown to me will you please bring this before committee.

Dr. MALONEY.

Mr. SPENCE: That is fair enough.

Mr. MACNEIL: That is what the chairman said.

Mr. GREEN: Mr. Chairman, before we adjourn, I should like to thank you for your thoughtfulness and your kindness in suggesting that the committee should not go ahead with its business at the last meeting because some of us were absent at the funeral of the late Major Betts. We appreciate that action very much, and also the resolution which was passed by the committee.

The CHAIRMAN: I very much appreciate what you have said, Mr. Green.

Mr. Betts was one of us. I am glad you reminded me of that. I sent a telegram to Mrs. Betts as follows:—

Ottawa, May 10, 1938.

Mrs. F. C. Betts, London, Ontario.

The Chairman, members and personnel of the House of Commons Committee on Civil Service Act of which the late Major Betts was an active and esteemed member, convey to yourself and family their most profound sympathy in your great loss.

J. F. POULIOT,

Chairman.

I would have liked to attend the funeral, but unfortunately the sitting of the committee prevented me from doing so. I thank you very much for your kind words, Mr. Green.

Mr. MACINNIS: Before we adjourn, I wonder if the sub-committee could sit before our next meeting to arrange for the next meeting an agenda of the business that will come before it, in order that there would be a general line of order that we could follow?

The CHAIRMAN: Surely.

Mr. MACINNIS: It would save us time.

The CHAIRMAN: I will get in touch with the members, and I will ask them to meet.

Mr. LACROIX: Mr. Chairman, may I ask the secretary of the committee to produce the file of Miss F. O'Connor, daughter of the law clerk of the Senate, acting as secretary.

The CHAIRMAN: We will adjourn until Tuesday morning of next week, at eleven o'clock.

The committee adjourned at 1.10 p.m., to meet again on Tuesday, May 17th, at eleven a.m.

APPENDIX

CIVIL SERVICE COMMISSION—ADMISSIONS—EXAMINATIONS

	Date of Minute
All ex-employees of Printing Bureau to be admitted to competition subject to usual restrictions regarding age and qualifications.....	23-12-26
Draft letter to P.O. Dept. regarding admitting female candidates to competitions for Clerks, Gr. 1 and 2, in city post offices approved. (33-PO-P)..	25-11-27
K. L. MacKinnon eligible but appt. to depend upon willingness of Dept. to accept him on trial in spite of disability. (OS-13286).....	
Mrs. E. Doyle, supernumerary Clerk, Gr. 1, P.O. Dept. to be permitted to write forthcoming supplementary exam. for Clerk, Gr. 2. (PO-F-1548)..	27- 9-28
A. L. Dann, 100% disability case, conditionally admitted. (M-5055).....	19-11-28
W. Wheeler's admission contingent upon further information being secured regarding his epileptoid attacks. (M-12948).....	8- 7-29
Candidates with one year's teaching of stenography. (SUB.73-Vol.2).....	26- 3-30
Disability cases to be admitted to exams., etc. (SUB.73-Vol.2) (M-11571)....	29- 9-30
Commissioners' decision of July 14, 1927, that supernumerary employees should be admitted to promotional competition in the Branch in which they are employed confirmed. (38-PO).....	4-12-30
Candidates at exams. who are British subjects and who have resided in Canada for at least three years, although not for the three years preceding the exam., should be considered eligible for admission to the examination. (T&C-EB-2G-(Vol.2).	23- 2-31
Amputation cases eligible to enter competitions for Postal Chauffeur. (OS-12493).	16- 5-31
Perm. postal helpers with a salary of \$1,020 per annum eligible to enter competition No. 31993 for Weather Observer, Gr. 2, but not to be appointed unless unavoidable. (PO-C37-174).	21- 5-32
No candidate to be allowed to write on an exam. for which a fee is charged unless his fee has been received in this office by the date of exam. Any candidate admitted in error to have his exam. cancelled. (73-3).....	3- 5-32
Applications not to be received from candidates after parcel of question papers has been shipped from this office. (SUB.73-(Vol.2).....	7- 3-30
E. Dix to comp. for Jr. Fruit and Veg. Insp. as a late applicant, the delay having been caused by the Department. (39879G).....	5-12-33
Residents of Saskatchewan admitted to exam. for Graduate Nurse, Calgary. (38957-CA).	9-10-34
Candidate on loan from Saskatoon, to Brandon not eligible to compete for position at Brandon. (Case of Miss I. Ross). (AGR-E-3146).....	30-11-36
Candidates in the 1929 Postal Helper exam. at Montreal whose papers were tampered with but were not blacklisted to be permitted to take part in examinations. (Case of J. R. Sergerie). (OS-31009).....	13- 2-36

CIVIL SERVICE COMMISSION—ADVERTISING—EXAMINATIONS

Advertising of positions, Kingston Penitentiary. (2-1-J).....	20-12-23
Posters to contain notice "5 per cent will be deducted from salary under Sup. Act." (5-J-P).	28- 2-25
If knowledge of both languages is required of a Postmaster, such qualification to be stated in advertisement. (Post Office).....	14- 4-26
Procedure for advertising positions of Prison Guard. (2-1-J).....	30-12-26
Class Postal Helper ordered advertised. (24-1-JLB).....	22- 1-27
Class Office Appliance Operator, Gr. 2, ordered advertised. (37847G).....	4- 2-27
Class Stenographer, Gr. 1 and 2, ordered advertised. (37853G).....	8- 2-27
Class Office Boy, Ottawa, ordered advertised. (37852G).....	8- 2-27
Return of all posters advertising rural postmasters positions insisted upon.....	17- 2-27
Bilingual qualifications for position of Postmaster. (37955).....	20- 7-27
General examination for Stenographers, Gr. 1 and 2, and Typists, Gr. 1 and 2, ordered advertised. (38426G).	29- 2-28
The classes Clerk, Gr. 1 and 2 (Male), ordered advertised. (38537G).....	23- 5-28
Commission to issue advertisements and receive applications and oral exam. conducted by Commission's and Department's representative where eligibles are not available for positions of Caretaker, Dept. of N.D. (73-ND).....	27-12-28

CIVIL SERVICE COMMISSION—ADVERTISING—EXAMINATIONS—*Con.*

	Date of Minute
The Deputy Postmaster General to be requested to furnish lists of candidates in cases of advertised Postmasterships where there has been a delay of six months or over and no reason advanced by Dept. Postmastership Danville, P.Q. (38240).	27- 3-29
Advertisement for Stenographer, Gr. 1 and 2, Typist, Gr. 1 and 2, approved. (39017G).	27- 8-29
Advertising of positions in Dept. of N.R. not definitely bilingual.	15- 2-30
Examination for Stenographer, Gr. 1, to be advertised and no candidates who are under age limit to be admitted. (39284G).	23- 4-30
Dept. of Interior to be asked whether any surplus employees would be available, in connection with advertisement for Stenographers, Gr. 1. (57-INT-NR).	2- 5-30
Procedure of advertising positions of Caretaker, gr. 1 and 2 approved (73-ND).	6- 5-30
Advertising of examinations for Caretaker. (73-ND).	6- 6-30
Notices advertising Postmasterships to contain special wording regarding compensation. (10-PO).	
Advertisement for Stenographers, Gr. 1 and 2, and Typists, Gr. 1 and 2, for coming fall approved. (39427).	19- 8-30
Advertisement for Stenographer, Gr. 2, Dept. of P&NH, to appear in the press at Winnipeg, London, Montreal and Quebec. (39440G).	4- 9-30
P.O. Dept. authorized to advertise next Postal Chauffeur position. (73-PO).	27- 9-30
All advertisements for lower grades and clerical classes to specify age limit. (SUB-73-Vol.2).	14-10-30
Advertisement for Office Boys for Government offices to be inserted in the <i>Journal, Citizen and le Droit</i> and \$1.00 examination fee charged. (37852G-E3 Vol.5).	16-10-30
Advertisement for general examinations for Stenographer, Gr. 2, and Clerk, Gr. 1 and 2 (Male), approved. (39205G).	28- 1-30
The class Student Map Draftsman ordered advertised. (37875G-Vol.2).	21-10-30
Draft advertisement for position of Chief of Internal Services in the League of Nations Secretariat, Geneva, approved. (2-3).	9- 1-31
Draft advertisement for Census Staff approved. (37263G-Vol.3).	26- 1-31
Dept. of P&NH to be advised that their request that "the usual preference overseas service will be given to applicants" should appear in the advertisement was not necessary. (5-PH).	10- 3-31
Request of Dept. of P&NH that no specific mention of the number of years' experience should appear in the advertisement for positions for District Administrator, Dept. of P&NH, Gr. 2, Medical Officer, Dept. of P&NH, Gr. 2 and 3, and Gr. 2 (Part Time), approved. (PH-PHa-1, 60, 63 and 65).	10- 3-31
Examinations for Letter Carrier, Mail Porter and Postal Clerk to be advertised with a note, that, while successful candidates will be eligible for appointment in the classes and at the salary mentioned, they may for the present at least be required to accept appointment as Postal Helper etc. (33-PO-P-Vol.2).	16- 3-31
Advertising positions for Dept. of P&NH(5-PH).	22- 4-31
Examination scheme for classes Customs Excise Examiner and Clerk. (C-26A-5 and 73-NR-DUP).	13- 1-32
Wording to be inserted in advertisements inviting applications for vacant positions to the effect that the salary is subject to such temporary reduction or increase as may be authorized by Parliament. (SUB2-DUP).	22- 2-32
Advertisements for positions of Park Warden to state that preference will be given to those between 25 and 35 years. (72-INT).	23- 5-32
Authority granted to advertise for qualified male Stenographers, Gr. 2, in the Service at Ottawa. (69-PH).	2- 9-32
If position of Postmaster, Essex, Ont., is readvertised, a statement, to the effect that the readvertisement was necessary because the applications received in the first competition and the report of the District Superintendent thereon have not been forwarded to the Commission to be included. (39219).	17-10-32
Sending of notices of vacancies to a list of persons sent in by J. L. Ralston. These notices to be sent only of vacancies in constituencies which were contested.	6- 7-32
French and English posters to be displayed when advertising a vacancy in localities with a French-speaking population. (2-1).	27- 2-33
Position of Postmaster, Beauharnois, P.Q., to be readvertised with a view to attracting better qualified applicants. (35492) E4.	24- 4-33
Copy of advertisement regarding veterinary inspectors part-time to be sent with application form to every veterinarian throughout the Dominion. (37310-32G).	19- 5-33
Procedure of advertising local competitions. Dept. of R&C.	14- 7-33

CIVIL SERVICE COMMISSION—ADVERTISING—EXAMINATIONS—*Conc.*

	Date of Minute
Where it is possible that appointments other than the one advertised may be made from an eligible list, the advertisement to contain a statement that positions of a similar nature in other Depts, may also be filled. (F-SB-3008)...	17- 3-34
Revised form of questionnaire for Jr. Fruit & Veg. Inspectors approved, applications to be received at Ottawa, form of advertisement approved. (73-AGR)	18- 4-34
Complaint <i>re</i> destruction of posters in Edmonton P.O. (2-1-PO).....	6- 7-34
Locked glass cases to be provided in post offices for display of notices. (2-1-PO)	18- 7-34
Field of advertising outlined for Graduate Nurse in Pensions Hospital. (38957G-Vol. 2)	23- 8-34
Advertisement to contain information <i>re</i> return of superannuation contributions. (2-1)	8-11-34
Promotions in Engineering in Engineering Branch, P.W.D., to engineering or similar positions to be open to employees throughout Dominion. (38-PW)..	26- 1-35
Procedure for advertising local competitions on Canals. (73-R&C).....	14- 3-35
Words "efficient service" as used in advertisements in connection with annual increases to be changed to "meritorious service and increased usefulness" (SUB.2)	28- 3-35
All <i>Gazette</i> notices of competitions to include a statement of the qualifications required as set out in the Classification Book. (SUB2-DUP).....	10- 4-35
Procedure in connection with operating staffs of Canals, except Rideau and Trent. (2-1-R&C)	2- 7-35
Competitions for such agricultural positions as Fruit and Vegetable Inspector to be advertised in Maritime and Western Provinces in all post offices serving 25 householders and in Ontario in all post offices serving 100 householders. (2-1-AGR) and (36851-36NB).....	30- 7-36
Applications not to be invited by Examiners after competition is closed. Positions to be more extensively advertised, utilizing smaller post offices, agricultural representatives, SSB Officials, etc. (36851-35G).....	27 -8-36
Suggestion that examination posters contain a statement that political affiliations are not considered. (SUB.2).....	4-12-36
Posters for general competitions to contain a sentence disclaiming all connections with Civil Service Schools. (SUB.2).....	26- 1-37
In promotional competitions with no written examination, advertisement to state that only successful candidates will be notified (SUB.38-(DUP)).....	16- 2-37
Advertisement for Postal classes at Montreal to state that oral examination may be limited to number of anticipated requirements for two-year period.....	24- 2-37
Position advertised according to nature of position rather than by class title. (T-AM-3030G)	23- 6-37
Posters not to contain a statement that political affiliations of candidates are not considered. (SUB.2-(DUP)	21-12-37
For small individual positions preference to be given to residents of municipality. Posters to contain a statement to this effect. (See Caretaker, Port Elgin, Ont., 41143-4G, and Caretaker, New Westminster, B.C. (PW-CA3-1220G and 1244G)	26- 1-38
Examination program for Park Warden outlined. (MR-LNP-303G).....	11- 2-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—AGE LIMIT

Candidates who are 65 or over not to be admitted to competitions, exceptions. (SUB. 73-(Vol. 2)	14-12-25
Minister of Public Works to be advised that the Commission has not established an age limit for positions of Caretaker and Cleaner and Helper although the age of the various candidates was a factor considered in making a selection. (SUB. 73-(DUP).)	9-11-26
Age limit for Student Map Draftsman. (INT-NI-46 TG).....	3-12-26
Hector Versailles, Montreal, not to be admitted to examination for Letter Carrier as other candidates over thirty-five years of age were refused admission.....	10- 3-27
Section 41 (3) of the C.S. Act, to be waived in the case of Postal employees taken on during the Strike, when the age limit for appointment was waived. (37798G)	28- 3-27
For Inspector of Weights and Measures, age limit to be 22 to 35. (5-1-T&C)...	14- 4-27
Ruling of December 14, 1925, that candidates over sixty-five years of age were not admitted to examinations except for positions of rural Postmaster, to apply only in the case of civilians. (M-4037).....	25- 6-27

CIVIL SERVICE COMMISSION—EXAMINATIONS—AGE LIMIT—*Con.*

	Date of Minute
Candidates over twenty-one to be admitted conditionally to competitions for Student Map Draftsman. (37875G)	28- 7-27
In future, Section 8 of the Regulations not to apply to examinations at any of the larger centres, except on special direction of the Commissioners, (73-(Vol. 2)	27- 9-27
See also	6-10-27
Age limits for Prison Guards to be changed to twenty-five and thirty-five, with exception of R.S., who may be appointed if not over forty. (37623G-Vol. 2) ..	7- 3-28
Applications to be accepted from OAS candidates for the examination for Postal Helper (P.T.) Montreal, Toronto, and Vancouver, even though the age limit of eighteen and twenty-five was set for same, which was applied at the instance of the Department. (38587G)	8- 8-28
Preference to be given to candidates between twenty-two and thirty-five years of age for frontier duty and, in the matter of appointment of Sub-Collectors and Collectors of C. & E., the minimum age of twenty-one years should be applied and no maximum age limit fixed, etc. (5-C)	20- 8-28
OAS candidates over 65 years of age not to be admitted to exams. (5-2)	13- 3-29
Hector Versailles allowed to take Postal Helper examination despite his age. This case not to be used as a precedent.	3- 1-30
Proposal of the Examination Branch to limit the age of candidates for Postal Helper not approved. (73-PO)	14- 1-30
Applications for positions of Student Draftsman, Dept. of the Interior, will be received only from candidates who have passed their 17th birthday. (See file INT-NR-96)	15- 2-30
No change to be made in age limit for Postal Clerk, etc. (73-PO-Dup)	6- 3-30
Candidate to be blacklisted for one year if he misrepresents his age at examination.	6- 3-30
Stenographers who are not within the age limits or who have not had one years' experience not to be admitted to the weekly temporary tests. (sub. 6)	15- 3-30
Candidates for Customs Excise Clerk and Examiner examinations who are under the age limit prescribed by the Department to be advised of ruling.	5- 9-30
Applicants to competition for Student Map Draftsman, who have not reached the of eighteen years, to be admitted. (37875G-(vol. 2)	21-10-30
Age limit for positions of Caretaker to be 18 and 35 years. (PWCA3-612)	7-11-30
Age limit for positions of Lockman, Bridgeman, etc., of fifty five years approved but not to apply to returned soldiers who are qualified and physically fit. (5-R&C)	18- 3-31
Re: Case of Mr. F. L. Bisson, who was appointed as Laboratory Assistant and was not asked to furnish proof of age, as no age limit was set, etc. (INT-FO-39A)	31- 3-31
Certificate of Miss I. M. Hurley, who deliberately misrepresented her age at Civil Service Examination, to be extended. (PO-F-3126)	2- 2-31
Minimum, age limit for clerical positions on Penitentiary staffs to be 21 (J-P-109)	9-10-31
Minimum age limit for clerical positions on Penitentiary staffs to be 21 (J-P-109)	15-10-31
Section 33 (2) of the Act to apply to lay-offs. (ND-CE-154)	31-10-31
Maximum age limit for part-time Postal Helpers. (38588-1G)	5- 1-32
Maximum age limit for part-time Postal Helpers in larger cities raised to twenty-seven years. (5-PO)	15- 2-32
Age limit, on enlistment, for Prison Guards. (5-J-P)	22- 9-30
The age limit specifies in all advertisements for lower grades and clerical classes according to a decision of October 14, 1930, not to apply to the class Stationary Engineer. (SUB. 73-vol. 2)	1- 9-32
Rose D. Galipeau, who was under age when she qualified for Clerk, Grade 1, in 1921, to be allowed to remain in her present position until her certificate expires. (AUD-A-3301)	29-11-32
Age limit of forty years for applicants for Prison Guard positions who are entitled to OAS preference to be removed and OAS candidates over that age be listed subject to conformity with standards as to physical fitness, and otherwise, set for this class. (73-J-P)	10- 3-32
In the event of Railway Mail Clerks, who are being reduced to Postal Clerks, applying for promotion to the class from which they are now being reduced, the age limit to be waived, etc. (50-PO)	25- 5-32
Age limit for graduate nurses. (73-PH)	20- 2-33
Nurses who had passed age limit fixed by Dept. to be admitted to oral examination for Graduate Nurse, Saint John, N.B. (38957-5G)	22- 5-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—AGE LIMIT—*Conc.*

	Date of Minute
Age limit of 35 years dispensed with for positions of Watchman in the Department of Railways and Canals. (R&C-SO-26G).....	25- 7-33
Successful candidates for Graduate Nurse over age limit set by Department to be orally examined if they desire it. In future, poster to specify definite age limits or preference within certain age limits. (38957-5G-, 38957-6G-, 38957G-vol. 2 and 38957-4G).....	11- 1-34
Age limit for graduate Nurse, Pensions and National Health, cancelled and replaced by medical examination. (73-PH).....	26- 5-34
Request for admission of Miss E. J. MacDonald, under age to competition for Graduate Nurse, Saint John, disallowed. Change in age limit to be considered before next competition. (M-34790).....	9-10-34
Age limit of 21 to 35 for Seed and Feed Inspectors to be changed to "Age may be determining factor." (39045-A-BC).....	8- 5-36
Postal Helpers (Part Time), 18 to 35 years, plus Jr. Matriculation or equivalent. (5-PO).....	8- 6-36
W. R. Taylor, OAS, placed first on list for Caretaker, Gr. 2, Cormorant Lake, Man., even though he is over 65 years of age, and considered for temporary employment. (ND-CE-3254G).....	15- 5-36
Dept. prepared to accept men slightly over 21 years for temp. employment as Student Map Draftsman. Age limit to be discussed before new competition is held. (INT-TS-3095G).....	27- 8-36
Revenue Postmaster admitted to Postal Clerk exam. because under maximum age for Postal Clerk when apptd. postmaster. (Case of Stephen Genik M-46592).....	14- 1-37
Age limit for Immigration Guard changed to 25 to 40 and for Immigration Inspector to 25 to 35. (5-I&C-(vol. 2).....	2- 2-37
Age limit fixed at forty years for one competition for Clerk, Gr. 1, Dept. of P.P. & S. (P&S-P-517).....	8- 2-37
Age limit for Inspector of Weights and Measures fixed at Depts. request not to be varied in particular cases unless for adequate reason. (41030G).....	9- 9-37
Age limit for Park Warden set at not over twenty-five years. Department to accept responsibility for refusing overseas candidates. (INT-DP-411G)..	2-10-37
The clause "Age may be a determining factor" considered preferable to "Preference may be given to candidates under the age of—". (MI-M-253G)....	10-11-37
Suggestion of C.S. Federation that age limit be waived for incumbents of exempt positions with minimum of five years' service, disallowed.....	4-12-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—APPEALS

Decision in appeals against Oct. 27 exams. for Steno. Gr. 2, and Clerk Grade 2. (38190G).....	7- 2-28
No change in fee on appeal but procedure for rereading papers approved. (SUB.73-(VOL. 2).....	28- 6-28
F. L. Whiting's paper on translation in exam. for C.E. Enforcement Officer submitted to the Chief Translator, Dept. of Health, for revision. (C-4D-15).....	22- 9-28
In connection with two appeals against exam. for Veterinary Inspector, D.C. McGilvray, Ontario, Vet. College, to be called on to go over appeals on "Contagious Diseases" and Mr. Schofield on Pathology and Bacteriology. (37310-28G).....	19-10-28
Where appeals are made against ratings on education and experience for positions for which no written exam. was held, considered sufficient for examiner to go over ratings in place or having Advisory Board re-rate candidates. (38252G-(VOL. 2).....	13-11-28
Decisions in appeals against marks at Gr. 2 exams. (38537G).....	9-11-28
Appeals against marks at promotional exams. for Postal Clerk. (38497G).....	22-11-28
Appeals against marks at Postal Helper exams. (37798G-(VOL. 2).....	26-11-28
Claim of C. E. Skiffington, who wrote the special class Excise Exam. at Winnipeg. It was decided that the requirement that he should pay his own travelling and living expenses while absent from duty and that his absence should be treated as leave without pay should be waived in his case, provided Dept. is agreeable. (38651G).....	31- 5-29
Procedure regarding appeals for Veterinary Exams. (37310-29G).....	7-11-29
Appeals to be dealt with immediately upon the receipt thereof. (SUB. 73-(VOL. 2).....	14- 1-30
Dr. McGilvray, Ont. Vet. College, Guelph, and one of his professors to come to Ottawa for the purpose of re-reading papers for Vet. Insp. etc. (37310-31G).....	23-11-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—APPEALS—*Conc.*

	Date of Minute
Decisions in connection with appeals against marks at exam. for Veterinary Inspector. (37310-31G)	5- 1-32
Dept. to pay expenses in connection with revision of papers for Vet. Insp. by original board in conjunction with examiners for Montreal, and Guelph. (37310-32G)	21-12-33
List of marks for position of Steamship Inspector, Montreal, refused by Dept. and independent examiner appointed to re-read all papers. (MA-SI-54G)	10- 1-34
Appeal accepted after expiration of time limit. (W. G. Gillam) (M-32883)	1- 2-34
No supplementary exam. to be given in shorthand and typewriting to candidates at last general exam. for Steno. Gr. 2. (39427-35GS)	8- 4-36
Henri Guillaume's marks in exam. for Senior Translator raised. (40321G-VOL. 2)	31- 1-38
Messrs. L. F. Murray, G. J. McLaughlin and B. J. Brown assigned as proof readers.	

CIVIL SERVICE COMMISSION EXAMINATIONS—BOARDS

G.W.V.A. to be represented at Board for positions of Postmaster where O.A.S. men are applicants. (5-53-PO)	18- 8-24
Representation of Amputations' Association on Advisory Boards	28- 4-27
Personnel of Advisory Boards—Commissioner in charge of Department to be advised of dates when Board sits in order to be present. (SUB-73-(Vol.1))	20- 7-26
Supervisor at Winnipeg to be allowed to take one Oath to cover all work on Examining Boards. Similar Request refused in regard to Canadian Legion representative. (SUB. 73—Vol. 2)	13- 7-33
N. R. Boutin to attend any Advisory Boards where the question of Bilingual qualifications is likely to arise, until a French Examiner is available. (SUB. 73—(Vol. 3)	22-11-33
R. E. Gilmore to be replaced on Board for Assistant Chemist because his brother is a candidate in the competition. (AGR-S-3009)	6- 2-34
Synopsis of qualifications dispensed with as temporary expedient	23- 7-34
Boards appointed to consider qualifications of Hollerith and Powers operators. (PO-F-3094)	17- 6-35
Board report accepted although signed only by Departmental Representative. (Pension Medical Examiner,—BPC-CA-1G)	19-11-35
Department of National Defence to be advised that its representative must be official of Department or officer of military unit. (ND-CE-3064G)	17- 3-36
Fruit Growers' Associations to be represented on Examining Boards for Fruit Inspection staff. (73-AGR)	12- 5-36
D. R. MacLelland to replace D. R. Bishop as Commissioner's representative at Edmundston, N.B., etc.	11- 5-36
Request of Minister of Mines and Resources that lay-offs be represented on Advisory Examining Boards. (57-3-(DUP)	22-12-36
Recommendations of Advisory Examining Boards to be seen by Secretary before being sent to Commissioners. (Sub. 73 (DUP-11))	10- 8-37
Refusal of Departmental Representatives to sit on Board for Caretaker, Gr. 2, Hamilton. (ND-CE-3275G)	14- 9-37
Fee paid to Dr. J. A. Baudoin for acting on Board	22- 9-37
For important Boards a senior examiner to be a member but a junior examiner to attend also if considered desirable. (T-ACA-412G)	21-10-37
Competition for Caretaker, Antigonish, N.S., considered as demonstrating desirability of having member of Commission's staff present at exams. (PW-CA3-102G)	10-11-37
Whenever possible, every board should have at least one member from outside the Service, provided an appropriate and suitable person is available. (41140-1G)	31- 1-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—CANCELLATION

No further action to be taken in connection with the appointment of a Postmaster at Imperial, Sask., as this post office has been removed from the jurisdiction of the Civil Service Act and the candidates to be advised of the reason therefor and that the appointment will be made by the Postmaster General. Similar action to be taken in other cases of this nature. (P.O.-38598)	8- 6-32
Lightkeeper, Gr. 2, Cl. 4, Cap D'Espoir, P.Q. (MA-CL-524) Position to be filled by assignment of Fog Alarm Engineer to full duties	23- 3-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—CO-OPERATIVE
COMPETITIONS

	Date of Minute
Position of Engineer in the Wood Preservation Section of the Forest Products Research Laboratory, Princes Risborough, Buckinghamshire, England. (2-3).	28- 9-36
Position of Legal Advisor, International Labour Office, League of Nations, Geneva, Switzerland. (37670G).....	6-10-26
Papers for examination for Naval Cadets at Saskatoon, Nov. 22, 1927, for which candidate did not appear, to remain sealed in C.S.C. (38187G).....	25- 1 28
Position of Junior Technical Officer, Royal Mint, to be advertised in Commission's weekly Bulletin. (39245G).....	11- 3-30
C. V. Putman to act as member of the Selection Board for the above position. (73-RM)	25- 4-30
Position in the Administrative Commissions and Minorities Section of the League of Nations Secretariat, Geneva, to be advertised. (2-3).....	4-12-30
Position of Member of Section. Economic Relations Section. League of Nations Secretariat, Geneva, to be advertised. (2-3).....	15- 6-31
Examination for 6 candidates applying for entrance to the Royal Canadian Navy as Naval Cadets and authority granted to ask outside examiners to prepare certain papers. (38187-1G)	8 -4-32
Dept. of N.D. To be advised that the Commission will not continue the rating of educational papers of men of the Royal Canadian Navy. (73-RCN).....	8- 4-30
Re: Commonwealth Fellowships. (SPB. 20).....	9- 8-31
Preparation of papers and rating of same for examination for Paymaster, Cadetship, National Defence, authorized. (37213G)	9-10-31
Examination of four candidates as Naval Cadets to be held by the Commission and outside examiners to prepare the papers in mathematics, physics and chemistry. (38187-2G).....	22- 4-33
Statement forwarded to Dept. of N.D. showing names of the candidates, a list of the subjects each candidate took and the marks obtained in connection with exam. for Naval Cadets and Paymaster Cadets. (38187-2G)..	12- 7-33
Name of Supervisor at Vancouver to be given to Dept. of N.D. and the examination for entrance to Royal Naval College, Dartmouth, Eng. to be held by him for one candidate, the papers to be forwarded direct to the Supervisor and the answer papers to be returned to England. (38522G)....	14- 9-33
Commonwealth Fund Fellowships. (SUB. 20).....	28- 8-33
Marketing Expert in the Government Service of India. (73-2).....	12-12-33
Naval Cadets for entrance to Royal Canadian Navy. (38187-2G).....	19- 2-34
Examination of candidate for entrance to the Royal Naval Service to be conducted by the C.S.C. for the Imperial Civil Service Commission.....	16- 6-34
Poster regarding the position of Director of District Health, Administration, N.Y., Municipal Civil Service Commission, not to be displayed. (39-1-Vol. 4).....	16- 7-34
Applications for Commonwealth Fund Service Fellowships to be forwarded through deputy head to Department of External Affairs. (SUB.20).....	25- 7-34
Examination for candidates wishing to enter the Royal Canadian Navy as Naval Cadets and Paymaster Cadets to be arranged by Commission. (38187-3G-(Vol. 2)	25- 3-35
Commonwealth Fund Service Fellowships. (SUB.20).....	28- 8-35
Shorthand test arranged for five stenographers in R.C.M.P. Office. (40307G)....	8- 1-36
Naval Cadetships. (38137-3G-(Vol. 2).....	28- 3-36
Papers of two naval Cadet Candidates sent to headmaster of their school to satisfy complaints of parents regarding their standing. (38187-3G-(Vol. 2)..	7- 8-36
No action to be taken to give publicity to an exam. for Translators, Minute Writers and Interpreters to be held in London and Geneva for the League of Nations Secretariat. (2-3).....	15- 5-36
Papers of T. C. Pullen and J. C. Blakelock, candidates for Naval Cadet, sent to headmaster of their school. (38187-3G-(Vol. 2).....	10- 8-36
Same procedure to be followed this year as in the past regarding the Commonwealth Fund Service Fellowships, etc. (SUB.20).....	24-10-36
Position of Member of the Social Questions Section in the Secretariat of the League of Nations to be advertised with next Dominion-wide competition, but not by separate advertisement. (73-LN).....	26- 1-37
Exam. for Naval Cadets to be conducted by Commission but papers to be prepared and rated by outside examiners. (38187-3G(Vol. 2).....	1- 2-37
No action to be taken towards advertising in Canada, a position of Chair of Physical Chemistry, Birkbeck College, University of London, as applications are to be received by May 21st in London.....	22- 5-37
No action to be taken towards giving publicity to a competition for an essay on Imperial Defence. (2-3).....	8- 6-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—CO-OPERATIVE
COMPETITIONS—*Conc.*

	Date of Minute
Report ordered submitted to Council amending P.C. 844 to provide for the perm. appt. of persons (on the strength of their preliminary examination) who were disabled in military service in Canada. (C-8B-149).....	12- 2-23
All applicants who may be classed as arm or leg amputation cases to be barred from the Postal Helper examination. (73-PO).....	29-12-26
Draft submission to Council approved amending P.C. 2944 to provide that where no eligibles are available local competitions be restricted to disabled ex-service men where it appears possible. (SUB.61-(Vol.2).....	15- 5-28
In the case of all overseas candidates claiming disability preference, proof that they are actually in receipt of a pension for disability and full details regarding their physical condition and their pre-war employment to be obtained by Examination Branch before submission to Commissioners. (5-2-) (Board Decision)	7- 2-29
The views of the Dept. of P&NH as regards applicants for Postmastership, as well as applicants for other positions, should be obtained when disability preference is claimed. (19917).....	9-11-29
Canadian Legion to be advised that Commission has no discretion in administering disability preference.....	8- 3-32
C. J. Bailey entitled to disability preference in connection with the position of Caretaker, Palmerston, Ont., which was advertised. (PW-CA3-677).....	14- 4-32
J. H. Sumbler entitled to disability preference in competition for Caretaker, New Liskeard, Ont. (PW-CA3-1528).....	14- 4-32
Student before the war considered as labourer and not re-established. (See cases of G. D. Wett, M-37586, and D. E. Maxom ND-CE-3177G).....	31- 7-36 10- 9-36
Disability cases obtaining same rank to be placed in order of greater handicap for ordinary employment. (40536G).....	19-11-36
Commissioner Stitt to pass upon all claims for disability preference. (AGR-HA-3021G)	15- 3-37
Request of Post Office Dept. for admission of W. J. Bourdeau, an amputation case, to the competition for Postal Clerk at Kingston, notwithstanding general policy.....	4- 6-37
In case where preference was wrongfully allowed, correction to be made in standing of candidate, but assignments already made not to be disturbed. (See G. B. Jones M-43596).....	27- 1-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—DISABILITY PREFERENCE
(INDIVIDUAL CASES)

L. P. Bernier entitled to disability preference	13- 2-23
L. D. Wilgress not entitled to disability preference. (37656G).....	11- 4-27
J. Anderson entitled to disability preference, etc. (37656G).....	22- 9-27
Royal Pariseau to have his standing changed on E.L. for Elevator Operator, owing to the fact that he is entitled to disability preference. (35391G).....	26- 9-27
M. Poppitt entitled to disability preference. (38071G).....	9-11-27
J. J. McAndrew not entitled to disability preference. (37656G)	9-11-27
A. McKenzie. 100 per cent dis. not eligible for admission to competition for Customs Excise Clerks and Examiners, Toronto. (M-5992).....	23- 2-28
A. W. Williamson not eligible for admission to examination for Immigration Inspector, Port Arthur, Ont., in view of his disability.....	20- 4-28
Wilfrid Brunette eligible for disability preference and his standing on eligible list changed from 44a to 3a. (37656G).....	4- 5-28
Terrance Healey, OAS, not eligible for Postal Helper, in view of his disability....	5- 5-28
S. Dugay retained on E.L. for Elevator Operator and given dis. pref. (ND-AF-15)	19-10-28
A. R. MacGregor not entitled to disability preference. (AGR-HA-816).....	27- 2-29
Dr. G. A. Platt entitled to disability preference. (J-P-316).....	27- 2-29
J. P. Callahan, candidate at exam. for Caretaker, N.D. Renfrew, not entitled to the disability preference. (ND-C-E-108).....	11- 3-29
William Gow to be advised that unless he can secure further information regarding his war service, he cannot be regarded as entitled to preference awarded to ex-service men. (M-7313)	8- 4-29
James McBryer not considered entitled to disability preference.....	23- 4-29
J. P. Callahan not entitled to disability preference. (ND-CE-108).....	30- 4-29
W. O. Frink not entitled to disability preference. (M-11747).....	7- 5-29
S. C. Davidson not entitled to disability preference. (38748G).....	20- 6-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—DISABILITY PREFERENCE
(INDIVIDUAL CASES)—*Conc.*

	Date of Minute
H. H. Munro not entitled to disability preference. (M-11618).....	22- 6-29
John Whyte not entitled to disability preference. (M-12533).....	23- 8-29
J. F. Darby eligible to disability preference. (PW-CA3-709).....	29-10-29
Leo Ferry, OAS, entitled to disability preference.....	6-11-29
Philippe Lavictoire entitled to disability preference.....	3- 2-30
J. A. Paradis entitled to disability preference. (M-16729)	21- 2-30
Frank Methot eligible for disability preference. (38974G).....	10- 3-30
Antoine Roy eligible for disability preference.....	10- 3-30
William Somerfield eligible for disability preference. (38065).....	27- 6-30
Michael Perrow eligible for disability preference. (R&C-M-4G).....	14- 7-30
Joseph Gilmour not entitled to disability preference, the Dept. of P&NH being of opinion that his disability does not prevent him from continuing his pre- war occupation. (39271G)	1- 8-30
W. J. Youngson entitled to disability preference. (AGR-HA-3054).....	28-10-30
L. Renaud entitled to disability preference. (37656G).....	27- 1-30
J. D. E. Breault not entitled to disability preference. (M-16401).....	18-11-30
A. E. Baines not entitled to disability preference. (PH-PLo-239).....	31-12-30
F. Dennis looked upon as a "B" man and report to be obtained as to A. J. B. Fisher's post-war employment. (R&C-RC-21).....	17- 7-31
Messrs. Henry Wyse and James Herbert to be medically examined before it is decided whether they are entitled to the disability preference. (I&C-F2-72).	7- 3-32
Ernest S. Davey not entitled to disability preference. (SUB. 24).....	21- 5-32
D. C. McGregor not entitled to disability preference in connection with a position of Steam Power Plant Engineer (Electrician). J.P-3636G, and to be struck off eligible list	9- 6-32
G. A. Leclair entitled to disability preference. (MA-H-3031).....	4-10-32
C. J. Major, OAS, entitled to disability preference. (ND-CE-2).....	23-11-32
J. H. Dawe, OAS, entitled to disability preference.....	15-12-32
Robert Stewart entitled to disability preference. (M-30416).....	15- 2-33
P. W. Vanderbeck entitled to disability preference. (M-30520).....	3- 4-33
C. R. Jones entitled to disability preference. (M-27907).....	6- 5-33
Joseph Woodgate not entitled to disability preference. (PW-CA3-1005).....	14- 6-33
Disability cases obtaining same rank to be placed in order of greater handicap for ordinary employment.....	19-11-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS

Names of all those who obtain pass marks to go on eligible lists. (C-45E-12)....	19- 4-24
Jr. Radio Operators to be listed according to percentage in exam, irrespective of time exam., passed. (24-MA).....	15-10-25
Lists of successful candidates at general and promotional examinations held in September approved.....	17-11-26
Supplementary examination to above approved. (37651G).....	12- 1-27
List of successful candidates for Messenger approved. (37715G).....	15- 1-27
Standing of A. C. Moses changed from B-12a to A-5a on Clerk Gr. 1 list. (R&C-RC-32).	23- 4-27
Lists of successful candidates at general examinations April, 1927, for Steno- grapher, Gr. 1, and, approved. (37853G).....	11- 6-27
Mrs. M. J. Evans listed for temp. employment as Steno. Gr. 2, in view of scarcity of stenographers. (M-3853).....	13- 6-27
List of successful candidates at promotional exam. for Steno. Gr. 2, held April, 1927, approved.. . . .	13- 6-27
List of successful candidates for Messenger positions, Calgary, approved. (38101G).	7- 9-27
Supplementary eligible list for Office Appliance Operator, Ottawa, approved. (38150G).	8- 9-27
List of successful candidates who failed in shorthand approved as Typist, Gr. 1 (April Exam.) (37853G).....	8- 9-27
List of successful candidates at promotional exam. for Steno. Gr. 2, held in October, 1927, approved. (38191G).....	25-11-27
List of successful candidates at promotional exam. for Clerk, Gr. 2, held in October 1927, approved. (38191G).....	25-11-27
List of successful candidates at General exam. for Steno. Gr. 2, held in October, 1927, approved. (38190G).....	25-11-27
List of successful candidates for Packer and Helper, Watchman, Cleaner and Helper and Truckman, Ottawa, approved. (35523G-(Vol. 2).....	16- 3-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS—*Con.*

	Date of Minute
Candidates who tried the general examination for Stenographer, Gr. 2, and passed in shorthand and typewriting listed for temporary employment.....	4- 5-28
List of successful candidates for Office Boy, Ottawa, approved. (37852G-(Vol. 2)).	29- 5-28
Edwin Burden to have his name included on the E.L. in connection with positions of Packer and Helper, Watchman, Cleaner and Helper, and Truckman, Ottawa. (35523G-(Vol. 2)).....	14- 6-28
Typists, Gr. 1, Typist, Gr. 2, and Steno. Gr. 1, approved. (38426G).....	23- 6-28
Eligible lists for temporary appointment as Steno. Gr. 2, Ottawa, (one name) and Typist, Gr. 1, (Bilingual) (one name), approved. (37303G-(Vol. 2))..	27- 7-28
Supplementary eligible list for perm. appt. for class Office Boy approved. (37852G-(VOL. 2))	19- 7-28
Supplementary eligible list for perm. appt. for class Typist, Gr. 2 approved. (38426G)	25- 7-28
Supplementary eligible list for perm. appt. for class Typist, Gr. 2, Ottawa, approved. (38426G)	19- 7-28
Supplementary eligible list for class Office Boy, Ottawa, established. (37852G-(VOL. 2))	17- 8-28
Lists of successful candidates for classes Clerk, Grades 1 and 2 (Male) at general exams. in July 1928, approved. (38537G).....	31- 8-28
Lists of successful candidates for classes Clerk, Grades 1 and 2 at promotional examinations held in July 1928, approved. (38537G).....	31- 8-28
List of successful candidates for the class Postal Clerk at promotional examination held in July 1928, approved. (38497G).....	31- 8-28
List of successful candidates at general exams. for Steno. Gr. 2, held in October 1928, approved. (36842G)	6-12-28
List of successful candidates at promotional exam. for Steno., Gr. 2, held in October 1928, approved. (36842G)	6-12-28
List of successful candidates at exam. for Typist, Gr. 2, held in October 1928, approved. (36842G)	7-12-28
List of successful candidates at promotional exam. held throughout the Dominion, November 1928, for Special Exciseman, Gr. 1, Dept. of N.R., also list for Grades 2 and 3.....	4- -29
Supplementary list to E.L. for perm. Steno., Gr. 2, general exam. held in October 1928, approved	4- 1-29
Supplementary list established for the classes Packer and Helper, Watchman, Cleaner and Helper and Truckman, Ottawa, containing one name. (35523G)	17- 1-29
Supp. E.L. 18642B established for perm. appt. for the class Steno., Gr. 2, as a result of general exams. held October 22, 1928. (38642G).....	1-2-29
Supp. E.L. 17995A established for Steno. Gr. 2, (French). (38426G).....	8- 2-29
Supp. E.L. 17346A established for Steno. Gr. 2. (38190G).....	16- 2-29
List of successful candidates at general exam. for Steno. Gr. 2, held March 20th, 1929, approved, containing ninety-five names. (38729G).....	4- 5-29
E. S. Mahon to be given proper place on E.L. for Insect Pest Investigator. (Male). (36849-29G).....	7- 5-29
List of successful candidates at general exams. for Steno. and Typists, Grades 1 and 2, held March 19th, 1929. (38729G).....	31- 5-29
List of successful candidates at exam. for Office Boy held May 11th, 1929. (37852G-(VOL. 3))	31- 5-29
Supp. list 19023B established for perm. appt. as Steno. Gr. 2, as a result of general exams. held March 1929, containing one name. (38729G).....	25- 6-29
J. B. Blanchet, who was placed on E.L. for Customs Excise Clerk & Exam'r at Quebec instead of J. F. Blanchet, continued in his present temporary position until the expiration of his certificate and J. F. Blanchet to be placed on the eligible list and appointed to first vacancy. (C-13D-137G).....	25- 6-29
Supplementary E.L. 19138A established for Office Boy. (37852G-(Vol. 3)).....	26- 7-29
E.L. 19138B established for perm. appt. for Office Boy, Ottawa, supplementary to E.L. 19138 in minutes of 31-5-29.....	14- 8-29
William J. Eastman deleted from E.L. for Caretaker, Dundas, Ont. (PW-CAS-628)	27- 8-29
E.L. 19119A, supplementary to E.L. for Typist, Gr. 2, approved.....	7- 9-29
Lists of successful candidates at general exam. held July 1929 approved:—19549, Clerk, Grade 1; 19352, Clerk, Grade 2. (38883G).....	19- 9-29
Lists of successful candidates at prom. exams. held July 1919 approved:—Clerk, Grade 1; Clerk, Grade 2. (38883G).....	19- 9-29
Standing of Charles D'Ornano on Clerk, Gr. 2 list changed. (38883G).....	20- 9-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS—*Con.*

	Date of Minute
Standing of Miss N. I. Wills changed on Clerk, Gr. 2 list. (38883G).....	27- 9-29
Mrs. Lucy Olivier's standing on Clerk, Gr. 2 list changed.....	28- 9-29
E.L. 1915 established for perm. appt. as O.A.S. Gr. 2, (Powers Key Punch), Ottawa. (39003G)	30- 9-29
Standing of Miss B. Paquette on E.L. for Clerk, Gr. 2 changed.....	8-10-29
Standing of Miss G. Rogers changed on Clerk, Gr. 2 list.....	15-10-29
Miss M. A. Cadieux ranked 29B on E.L. for Clerk, Gr. 2, instead of 172.....	17-10-29
Supp. E.L. for general exams. for Clerks, Gr. 1 and 2 approved:—19549A, Clerk, Grade 1; 19532A, Clerk, Gr. 2. (38883G).....	18-10-29
Standing of William Gilbert on E.L. for Hospital Orderly changed. (38956G).. Supp. E.L. 19549B established for Clerk, Gr. 1.....	18-10-29 29-10-29
Supp. E.L. 19549C established for class Clerk, Gr. 1.....	5-11-29
Remi Vezina's standing changed on Clerk, Gr. 2 list.....	8-11-29
Supp. E.L. 19515A established for perm. appt. for O.A.O. Gr. 2, Powers Key Punch, Ottawa	22-11-29
Supp. E.L. for Clerk, Gr. 1, 19549D established. (38883G).....	27-11-29
Eligible lists established as a result of general exams. October 1929, approved for Typist, Gr. 1 and 2, and Stenographer, Gr. 1 and 2.....	19-12-29
Eligible list containing names of candidates who are stenographers, Gr. 2, and who qualified in Arithmetic approved.....	27-12-29
Supp. E.L. for Steno. Gr. 2, for General Exam. held October 1929, approved. (39017G).	15- 1-30
Temporary E.L. 19843 changed to read for perm. appt. (INT-FO-3900).....	30- 1-30
Standing of E. J. Tyrell on list for Hospital Orderly changed. (39115G).....	17- 2-30
Standing of Paul Paquette on list for Cleaner and Helper changed. (38973G)....	13- 2-30
Standing of Ed. Hayes on E.L. 19917 Caretaker changed to 3rd, Robert Sutcliffe to 1st and Thomas Gray to 2nd. (PW-CA3-1353).....	8- 3-30
E.L. for Office Boy established. (37852G-(Vol. 4).....	21- 3-30
Supp. E.L. for Steno. Gr. 2, established. (39017G).....	24- 3-30
Standing of Miss L. McNicoll for Clerk, Gr. 2, changed.....	26- 3-30
Supp. E.L. established for Typist, Gr. 2. (39017G-(Vol. 1).....	29- 3-30
Where the number of appointments to be made can be estimated, only suffi- cient eligibles to be listed, etc. (SUB. 24).....	2- 4-30
Standing of G. W. Greves for Immig. Insp. changed and the Dept. to be advised of his disability before appointment. (OS-22551).....	22- 5-30
List of successful candidates for prom. to Steno. Gr. 2, approved.....	22- 5-30
List of successful candidates for prom. to Clerk, Gr. 2, approved.....	22- 5-30
List of Stenos. Gr. 2 Clerks, Gr. 2 and Gr. 1 approved, (39205G).....	22- 5-30
Request of Dept. of M. and F. that T. M. Tardif be placed on E.L. for Hydro- grapher, Gr. 1, disallowed, (MA-H-19).....	23- 5-30
List of successful candidates at prom. exam. for Customs Excise Clerk and Exam- iner approved. (39230G).	26- 5-30
William Sheehan's standing on E.L. for Caretaker, Gr. 2, Toronto, changed.....	5- 6-30
All assignments of Stenos. for temp. work to be made from E.L. except in cases of Stenos. and Typists for House of Commons and Senate, who may be employed in Depts. where services are required if they have been previously employed in such Dept. etc. (INT-DLO-3032).....	5- 6-30
Case of T. E. Chopwick brought before Commissioners for consideration before being assigned.	19- 6-30
W. Somerfield's standing on E.L. for Packer and Helper Watchman, Cleaner and Helper and Truckman changed. (38065).....	27- 6-30
Miss H. A. Swaine passed over on E.L. for Library asst. (MI-M-170).....	19- 9-30
Eligible lists for Principal Clerk, Clerks, Gr. 4, 3, 2, and 1, Steno. Gr. 3 and 2, and Typist, Gr. 2, Dept. of P&NH approved at Ottawa. (39413G).....	19- 9-30
Eligibility of H. W. Alexander for employment as Hosp. Orderly. (M-20566).. Lists of Stenographers, Gr. 2, Dept. of P&NH approved. (9440G).....	24- 9-30 2-10-30
E.L. for Steno. Gr. 2, (Bil.), Montreal, P&NH, established. (39440G).....	3-10-30
Standing of Lionel Renaud for Elevator Operator position changed. (37656G).. Eligibility of H. Findlow for employment as Postal Helper. (M-13039).....	27- 1-30 30- 1-30
J. M. Smith included in E.L. for Letter Carrier, Nelson, B.C., the Dept. to be notified of his previous record before being assigned. (PO-39359G).....	12-11-30
Standing of G. A. Rajotte on E.L. for Clerk, Gr. 2, changed. (39205G-(Vol. 2).. W. A. Fanning, Clerk, Gr. 1, not to be considered for further employment unless he improves physically. (OS-25461).....	14-11-30 17-11-30
Supp. E.L. 20644E established for Packer and Helper, Watchman, and Truckman, Ottawa. (39281G).	29-11-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS—*Con.*

	Date of Minute
E.L. 30034 established for Office Boy, Ottawa. (37852G-(Vol. 5)).....	3-12-30
Miss Aly, who qualified at local competition for Steno. Gr. 2, Quebec, eligible for assignment at Ottawa. (PH-PPT-35).....	17-12-30
Thomas E. Chopowick not to be assigned to position of Clerk, Gr. 1, until information is obtained regarding his father, to either the Dept. of Labour or Immig. & Colon. (M-16661).....	25-11-30
E.L. approved for Typist, Gr. 2, and Steno. Gr. 2, established from general exams. held October, 1930. (39274G-(Vol. 2)).....	18-12-30
Eligible lists for Steno. Gr. 1 and 2, and Typist, Gr. 1 and 2 approved. (39427G-(Vol. 2)).....	10-12-30
Prom. E. L. for Steno. Gr. 2, at exam. held October 1930 approved. (39274G-(Vol. 2)).....	18-12-30
Clerk, Gr. 2, E.L. and eligibility for Grade 1 positions.....	24-12-30
J. Gains and E. J. Green not included in E.L. for Hosp. Orderly, London.....	2- 1-31
H. L. Winegarden not included in E.L. for Clerk, Gr. 3, House of Commons....	2- 1-31
R. C. Alexander first in comp. for Grain Trackman, Calgary, to be included in E.L., etc.	2- 1-31
D. L. Purvis to be included in E.L. for Grain Trackman, Edmonton, but his previous record to be explained to dept., etc.....	2- 1-31
S. Hancock not eligible for appt. as Letter Carrier. (39378G).....	7- 1-31
J. B. Keene, Winnipeg, eligible for employment as Grain Trackman. (M-22745)..	22- 1-31
Miss F. K. Pope's standing for Seed Analyst changed. (38996G).....	26- 1-31
R. W. Cornish eligible for perm. appt. as Jr. Chemist. (MI-M-105).....	30- 1-31
Miss M. Deschamps eligible for employment as Steno. Gr. 2, (Bilingual) (EXT-A-21).....	2- 2-31
Miss M. Young not eligible for perm appt. as Graduate Nurse. (PH-PTO-418)..	3- 2-31
M. W. McKean passed over on E.L. for Postal Helper, Hamilton. (5-PO-C16)..	7 -2-31
R. Strathdee passed over on E.L. for O.A.O. Gr. 2 (PO-C54-204).....	18- 2-31 E 23
Michael Donovan, Vancouver, Clerk Gr. 1, to be passed over for temporary employment at Ottawa, etc. (M-13011).....	19- 2-31
J. J. Martin passed over on E.L. for Hosp. Orderly, Gr. 1, Halifax. (PH-PHa-120).....	17- 3-31
B. Brayton, Verdun, not eligible for employment, etc. (OS-21198).....	5- 5-31
L. Moffatt placed on E.L. for Grain Sampler. (OS-27168).....	8- 5-31
Miss F. I. Northwood eligible for perm. appt. as Typist, Gr. 2. (PO-C5340).....	28- 5-31
Eligible list of successful candidates at Census Exam. to be made up as follows: Lay-offs, Disability Cases, OAS Cases, Civilians. (37263G-VOL. 3).....	28- 5-31
List of successful candidates at promotion examination for Clerk, Grade 2, approved. (37263G-(Vol. 2)).....	4- 6-31
Eligible list for Census Clerks, temporary, and Grade 2 Clerks, permanent approved. (37263G-Vol. 2).....	4- 6-31
Circular letter to be sent to first 800 on Census eligible list to know who will be available, etc. (37263-2G).....	11- 6-31
Part-time Postal Helpers, who have not refused full-time employment, to retain their eligibility as part-time Postal Helpers only when the list has lapsed. (24-PO).....	14- 5-31
The Assistant Secretary to prepare a list showing how many Postal Helpers part-time would be affected if this discussion were reversed.....	30- 6-31
Standing of J. Dowds on E.L. for Deputy Grain Inspector changed. (OS-25216)..	14- 7-31
A. Donovan allowed to remain in competition for Bridgeman notwithstanding report of P&NH and his name included on eligible list. (M-25113).....	17- 6-31
J. O. Bureau not to be placed on E.L. for Poultry Inspector.....	31- 7 31
Name of George Hunter retained on E.L. for Census Clerk. (OS-24983).....	4- 8-31
W. E. Forster to be included in E.L. Bridgmaster. (M-25670).....	4- 8-31
Fernand Lamothe to be entered in E.L. for Postal Clerk, Montreal, in order of merit, owing to his denial of having copied. (73-8).....	20- 8-31
Robert King to be listed as Civilian until information has been received from the War Office, London, Eng., as to whether his services entitle him to the returned soldier preference. (M-25822).....	24- 8-31
New eligible list established for Mail Porter at Montreal to replace one established from exam. in April 1930. (39221G-DUP—(Vol. 2)).....	13-10-31
W. H. McGorman to be passed over on E.L. for Cleaner and Helper, Montreal, until such time as he is found available for appointment. (M-26082).....	26-10-31
J. L. Avard included on E.L. for Letter Carrier, Ottawa, etc. (M-25099).....	26-10-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS—*Con.*

	Date of Minute
L. R. Dion placed on E.L. for Letter Carrier, Levis, conditionally. (T&C-S-2148)	29-10-31
J. Lapointe not to be placed on E.L. for Postal Clerk, Montreal. (39471G)....	9-11-31
W. H. Farr and P. Horgan to be added to E.L. for Postal Helper, Toronto. (39542G)	31-11-31
L. Summers listed for employment as Cleaner and Helper at Montreal as "A" man (M-19952)	23-12-31
J. W. Tapp and J. Gibbons placed on E.L. for Cleaner and Helper, Toronto.....	12- 1-32
Name of J. Hanna passed over on E.L. for Stat. Eng. (Heating), Gr. 1, (Seas.) on account of physical condition. (PW-CA2-459).....	14- 1-32
G. H. Dell's standing on E.L. for Customs Excise Clerk and Examiner, Prescott, changed from 1st to 4th. (C-41E-20).....	2- 2-32
E.L. for temporary employment of Letter Carriers and Mail Porters established for Toronto. (39899-1G).....	15- 2-32
A. D. T. Thornington, OAS, given trial as Cleaner and Helper, etc. (M-12226) ..	26- 2-32
Candidates who were reported as unqualified in the second oral exam. for Mail Porters and Letter Carriers to remain ineligible and no further action to be taken in the case of those who did not report for second oral examination (Except where supplementary orals have been or may be arranged). The remaining candidates on list declared successful. (24-PO-DUP).....	2- 3-32
Eg. Parent, who was unsuccessful in second oral examination for Mail Porter, Montreal, April, 1930, not considered eligible for employment as Mail Porter. (M-27954)	5- 3-32
P.O. Dept. to be advised that Rene Lapalme is considered eligible for re-employment as Postal Helper, Montreal. (31583).....	8- 3-32
C. F. Landry to be placed on E.L. for Clerk, Gr. 1, London. (M-28263).....	11- 4-32
W. G. Crewell's standing on E.L. for Mail Porter, Ottawa, changed as well as his standing as Letter Carrier. (M-17315).....	12- 4-32
H. Huddleston, OAS, whose name appears on supp. eligible list for Cleaner and Helper, Calgary, to be placed in position temporarily occupied by R. Buckingham. (39677G)	20- 4-32
Request of a successful candidate in an exam. ranked as a "B" man who makes application to have his status changed to that of an "A" man not to be granted if the change in physical condition or in pension disability has occurred after the date of the establishment of the eligible list. (OS-32350) ..	30- 4-32
Miss M. H. Lothin eligible for employment as Junior Seed Analyst, Toronto, from season to season if she is employed each season. (OS-32656).....	2- 5-32
Eligible list established for Stationary Engineer, Heating, Gr. 2, Calgary, and Dept. to be advised that, as the heating season was nearly ended when the Order in Council establishing the positions was received, its action in retaining the employees who were already on the work was in order for the present season but that next season appointments must be made in order of merit from the eligible list. (PW-CA4-3119, 3120 and 3121).....	16- 5-32
Cancellation of eligible list for Inspector of Insect Pests by general competition held in 1931 and, as no new eligible list was established, a local competition to be held. (AGR-E-3242).....	8- 7-32
Eligible list 31292 established for perm. appt. for Mechanic Marine Signals, showing one name—Garnet W. Davy, OAS. (MA-AG-642).....	22- 7-32
As M. G. Hamilton was the only candidate possessing sufficient qualifications for position of Indian Agent, Gr. 2, Mingan Indian Agency, P.Q., and as he is over 65 years of age, an E.L. was established for temporary employment only showing his name. (IA-IA8-81).....	28- 7-32
Owing to the fact that the Dept. decided to postpone the work until next year, the man selected for employment as Insp. of Const. at St. Andrews this year to be given preference should an appt. be necessary next year, as the eligible lists established for temporary employment lapse from year to year. (PW-DCE-3484)	24- 8-32
L. M. Ault and L. H. Lieff to be passed over on Clerk, Gr. 2, list for the appt. of G. F. Guy for one month on account of previous experience on the work of the Department. (T&C-H-3033).....	23- 9-32
Seven candidates on E.L. for Plant Disease Investigator to be passed over and Messrs. J. P. Robichaud to be assigned to one position, the other position to be offered to Josaphat Trottier. (36850-32G).....	26- 9-32
Name of W. H. Ciffin to be removed from the eligible list for Jr. Fruit and Vegetable Inspector, Queens County, and added to the list for Kings County. (AGR-F-3227)	23-11-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—ELIGIBLE LISTS—*Conc.*

	Date of Minute
Name of W. St. Amour to be added to the eligible list for Prison Guard, St. Vincent de Paul Penitentiary. (37623G-(Vol.3). St. V. de P.).....	23-11-32
Messrs. W. Brown, J. E. Withers and F. M. Giberson to be passed over on the E.L. for Jr. Fruit and Vegetable Inspector, etc., for the appt. of E. B. Avery. (AGR-F-3297T)	12-12-32
H. D. Mack, OAS, not to be included on E.L. for Deportation Officer, in view of his physical unfitness. (39814G).....	15-12-32
J. H. Smith eligible for employment as Caretaker, Gr. 2. Vancouver. (OS-5013)	14- 2-33
Candidates with dependents given preference over those without dependents having equal ratings, etc. (SUB.5).....	20- 4-33
No special preference to be given to a lay-off in establishing eligible lists from general competitions. (57-3-Vol.2).....	24- 7-33
Revision of eligible lists for Jr. Radiotelegraph Operator approved. (39812-C)..	2- 6-34
One eligible list for Graduate Nurse to be established for Province of Ontario. Eligibles to choose whether they will serve at Toronto, or London. (38957G-Vol.2)	7- 8-34
George G. Martin eligible for employment as Egg Inspector. (M-34734).....	27-11-34
Albina Marin, OAS, eligible for employment in C.S. (OS-15566).....	1-12-34
List from written exam. to contain only sufficient names to meet estimated requirements; supplementary list to be established if necessary. (SUB.24)..	21- 5-35
Candidates who were under age to be ranked in order of merit for Jr. Veg. Insp. instead of being placed at end of list,—not to be regarded as a precedent. (5-AGR-(DUP.).....	8- 1-36
List of Stenographer, Gr. 1, to be made up of English candidates in order of merit and used for assignment, to be completed and officially entered in Minutes when French results are available.....	17- 2-36
Contradictory rating sheets to be cleared up before an eligible list is submitted for approval. (PW-CA3-100G).....	25- 2-37
Three lists for Office Boy to be established at Montreal, English, French, & Bilingual. (37852-MO-Vol. 2).....	18-10-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—EXAMINERS' FEES

A full day's fee to be paid to supervisors, in connection with examinations which technically occupy only one-half day and in the case of Abbe Labrosse, steps to be taken to compensate him for deductions which had been made during the present fiscal year.....	1- 3-27
Rev. Labrosse's account of \$1085.50 approved for payment.....	6-10-27
Supervisors at the exam. for Special Exciseman, Grades 2 and 3, Vancouver, Winnipeg, Windsor, Toronto and Montreal, to be allowed fees for Four days and claim of Mr. Labrosse for 4½ days disallowed.....	17- 1-28
Re: Memo., regarding payment of Supervisors. (73-8).....	14-10-30
Payment of account submitted by Mr. G. R. Pawson as a member of the Advisory Examining Board at exam. for Telegraph Operator, Toronto, disallowed. (MA-M-33G).	11- 5-31
Account of W. J. Salter of St. Catherines, Ont. approved.....	11- 7-32
The expense account of A. E. Harris of Canso, N.S., in connection with an investigation re,—the character of Fred Brow approved. (MA-CL-111)....	6- 7-32
Account of Board of School Trustees, Grand Falls, N.B., for \$25. for rental of exam. hall disallowed. Payment of \$10. less \$2. already paid approved. (C-12C-3019G).	2- 2-23
J. E. Morse to be informed of the Commission's policy in connection with Advisory Boards, Mr. Morse having for three days' pay for services rendered as a member of an Advisory Board. (36851-30NS).....	3- 2-31
Mr. M. S. White to be paid \$10. for examining Mr. M. H. Armoni for temporary employment as Senior Translator, R.C.M.P. (RCMP-A-3104).....	13- 3-33
Transportation and meals for candidates included in Examiner's account for Poultry Inspector Examination, Fredericton. (AGR-LS-3248).....	10- 4-33
Travelling expenses of Department representatives disallowed. (AGR-LS-3188G-Vol. 2).	14- 5-34
Outside Examiners to be used for Jr. Veterinary Inspector and paid \$15.00 per day. (73-AGR).	8- 6-35
Each exam. hall to be considered an exam. centre. Order in Council to be obtained authorizing payment of flat rate where desirable.....	11- 6-36
Scale of fees outlined for presiding officers, particularly in connection with oral examinations. (73-8).	23-12-36
Decision of Dec. 23rd re supervisors fees not to be retroactive. (73-8).....	5- 1-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—FINGER-PRINTS

	Date of Minute
At future examinations for Customs or Postal positions, finger prints to be secured from all candidates at the same time as the admission orders are signed and again when applicants report for duty. (73-PO).....	23- 4-29
Member of Exam. Branch to go to Toronto to inaugurate finger print system for Postal Helpers.....	14- 9-29
Finger prints of the candidates at the Levis Postal Helper Exam. to be taken by the official of the Examination Branch who inaugurated the system at Montreal.	11- 2-30
Mr. Gosselin to be present at examination for Mail Porters, Montreal, to see that regulations are enforced in connection with the taking of finger prints. (29221G).	3- 4-30
Re: Impersonation of four employees in Montreal. (PO-C24-3168).....	16- 1-31
Re: Correspondence with reference to an extension of the present Finger Print System. (67-1).....	5- 2-31
Royal Canadian Mounted Police to be asked if they will grant permission for Civil Service Commission to forward all finger prints in connection with appointments to Department for comparison by Finger Print Bureau. The Examination Branch to be notified that, if permission is given, this procedure to be followed in future. (67-1).....	25- 2-31
R.C.M.P. to take over verification of finger prints, etc. (67-1).....	13- 3-31
Re: Comparison of finger prints (67-1).....	9- 4-31
Re: Indentiscope method of identification. (69-CS-(Vol. 2).....	11- 7-31
Member of Examination Branch to go to Quebec to inaugurate finger print system in connection with Postal Clerk Examination. (37856G).....	18- 9-32
Finger-prints at time of examination not the same as when assigned to duty. (See Case of Wm. Bollard.) (PO-C49-1247T).....	12- 9-36
Co-operation to be sought from Scotland Yard, U.S. Offices and other countries. (67-1).	30- 9-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—IRREGULARITIES

Benjamin Porter, Notes.....	24-11-23
Ernest Needy, Impersonation.....	6- 2-24
Benoit and Julien Prenovost, Impersonation.....	1- 9-27
G. H. Parry, Notes.....	30- 4-29
D. H. Lafreniere, Notes.....	30- 4-29
Gabriel Paquin, Impersonation.....	11- 6-29
Prosecution under the Civil Service Act to be instituted against J. Albert Palin for having someone impersonate him at the examination for Postal Helper at Montreal, April 27, 1929, etc. (M-12904).....	22- 6-29
Isidore Rheaume, Impersonation.....	19-11-29
Re: Irregularity at exam. for Postal Helper, St. Jean, P.Q. (38825G).....	7-12-29
Messrs. Lalonde, Bissonnette and Bernard dit Blanchard, Impersonation.....	12- 7-30
Department of Justice to be asked to conduct investigation in cases of impersonation at examination for Postal Helper at Montreal. (PO-C24-3081, 3168 and 1415).....	5- 9-30
Mr. Narcisse Robidoux, who offered a bribe for a position in the Penitentiary Service, to be advised that the repetition of such an offence would result in debarring him from other competitions. (M-11215).....	4-11-30
Jules H. Brunet, Impersonation. (PO-C24-3206).....	14-11-30
Misses Celine & Berthe Proulx, Impersonation.....	26-11-30
Re: Antonin Gagne of Montreal and Hormidas Hebert who impersonated him. (M-556).	23- 2-31
A. Lamarche and L. Lamarche to be warned regarding conduct at examination and Fernand Lamothe to be asked for explanation, etc. (73-8).....	16- 7-31
Supervisors to be advised that when a case of copying is detected they should immediately charge the candidate with it, and make a record of his statement, if any. (73-8).....	16- 7-31
Re: Adrien Ratte offering a bribe at the examination for Letter Carriers held at Levis, P.Q.	12- 8-31
Re: Impersonation at Postal Helper Examination, Montreal. (PO-C24-3081)..	12- 7-30
Re: Impersonation of certain candidates at examination for Postal Helper at Montreal. (PO-C24-3081).....	19- 8-30
French papers for Veterinary Inspectors (P.T.) rated by one of the candidates. To be reviewed by another Examiner. (37310-32G).....	2-10-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—IRREGULARITIES—*Con.*

	Date of Minute
Bruce Hunter appointed Fisheries Inspector, Annapolis County, N.S., though lacking seven days of residential requirements. (FS-D-50G).....	16- 6-34
W. A. Grant debarred from competition for one year for offering a bribe. (40000G).....	30-11-34
Mr. Paul Brasseur to be warned of seriousness of offering a bribe. No penalty imposed as he is not a candidate in a competition.....	19- 1-35
Bribe offered by R. J. Loeppky. To be warned but not blacklisted. (M-40926)..	20- 5-36
Expense accounts of candidates who were not met by Examiners on date set, to be paid as examination expenses. (AGR-4EF-6G).....	29-12-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—LOCALITY

Ex. Br. to prepare scheme of plan of preference, or ratings, to be given to "bona fide residents of such locality." (31-CSC).....	24- 3-25
Applications of persons who are not residents of district served by office in question, not to be accepted, in future. (5-1).....	7- 9-26
An applicant from Caraquet, N.B., to write examination for Postal Helper, to take exam. at nearest centre. (73-7).....	2-12-26
A. J. Blair, Killaloe Station, Ont., applicant for employment in the Customs and and Excise, to write at Pembroke or Renfrew, whichever is the nearest centre.	4-12-26
List of applicants allowed to write at nearest centre, etc., to their home.....	6-12-26
Re request of Miss Mary Tobin, of Portsmouth, to be considered eligible for appointment at Kingston. (AGR-S-92).....	17-12-26
Distinction to be made between full staff City Post Offices and semi-staff City Post Offices, etc. (73-PO).....	28-12-26
Applicants from Antigonish and Truro, not to be admitted to exam. for Clerk, Grade 3, at Halifax.....	24- 1-27
Exams. for Customs positions to be open to whole constituency, and preference in appt. given local men. (C-2D-3000).....	3- 5-27
Candidates to be admitted to competitions for C.E. Clerks & Examiners at the nearest centre where the latter are employed. Mr. A. A. Lehman of Stouffville to be admitted for employment at Toronto. (C-50E-3017).....	23- 2-28
Mr. C.E.R. Guay of Montreal not considered eligible for appt. as Immigration Inspector at Quebec. (37912G), page 2).....	29- 2-28
Mr. Jacques Thomas Ostiguy eligible to compete for positions of Postal Helper at Montreal. (C-ACC-3018).....	12- 7-28
For Hospital Appts. in the Dept. of P. & N.H. applications to be accepted from persons not residing in the immediate locality for appointment at the nearest hospital. (M-13735).....	7- 9-29
Colon N. McLean not considered eligible for employment as Postal Helper (M-14322).....	4- 7-30
Mr. F. G. Weatherhead to be allowed to take his typewriting exam. on the Elliott-Fisher Machine; this examination not be qualify him however, for the ordinary typist position. (SS-R-9).....	19- 9-29
For the purposes of appt. to the Customs Service at Rock Island, Stanstead, Rock Island and Derby Line to constitute one community. (73-NR).....	12-11-30
Re: Letter from Mr. Eccles J. Gott, M.P., regarding limitation of competitions for appointment at Windsor to the Border Cities, etc. (38752G).....	18-11-30
Residents of Victoria and Esquimalt to be admitted to competitions for Caretaker at Victoria. (ND-CE-38G).....	8- 8-30
When exams. for position of Immig. at Windsor, Border Ports, are advertised, they should be advertised open to residents of the County of Essex, in which Windsor is situated, the appts. to be made from such lists in order of merit without preference to residents of any particular point in the County. (5-I&C-(Vol. 2).	20- 3-31
Mr. T. A. M. Haney, at present employed as Customs Excise Examiner at Taku River, B.C., regarded as eligible to compete for position at Dawson, Y.T. (C-1J-3).....	24- 6-31
Request of Mr. M. C. Senn, M.P., that residents of Haldimand County be allowed to compete at examinations for Customs positions along Niagara Frontier disallowed. (75-NR).	23- 7-31
Preference to be given to residents, for positions at Esquimalt. (PW-CE-329)..	19-11-31
Preference in appointment to be given residents of the Electoral District of Parry Sound for position of Lightkeeper, Western Island, Ont., instead of those of Simcoe East as was first believed. (MA-CL-951).....	19- 5-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—LOCALITY—*Cont.*

Temporary absence from home for the purpose of attending a university should not debar a student from taking part in an exam. in the locality where he resides between his university terms. (Comp. 22062).....	7- 6-32
Candidates maintaining a home at one centre but working elsewhere to be looked upon as bona fide residents of the centre in which their home is situated....	28- 6-32
Recent legislation that a person must have resided continuously for a year in the district where the vacancy exists not to apply to such positions as Medical Superintendent at the Vancouver and New Westminster Indian Agencies. Re: George A. Cunningham.....	25- 7-32
Residents of Ridgeway not eligible to compete in exam. for Customs Excise Clerk at Chatham, Ont. (C-7E-6).....	10-11-32
Residents of Rossland, B.C. eligible for appointment at Trail, B.C. rather than Nelson, B.C. (C-7K-12S).	8- 4-30
Procedure to be followed in connection with the eligibles at Montreal for the class Letter Carrier, who are actually resident in places where a letter carrier service is being inaugurated. (73-PO).....	29- 7-30
Mr. Edouard Audet considered eligible for Lightkeeper, Little Metis, P.Q., as being nearest light for which he can compete. (MA-CL-552).....	29- 3-33
Eligible list for Insect Pest Investigator to include name of candidate who has been studying at University of Oregon. (36849-33G).....	23- 5-33
Radio Inspection Service divided into regional establishments for the purpose of advertising technical positions. Headquarters positions to be open to the Dominion at large. (55-MA-RT).....	7- 6-33
Attendance at university during year immediately preceding competition held not to disqualify candidate. (See case of Thomas Westhead, Lightkeeper, Triple Island.)	23- 8-33
Memorandum of the chief Examiner recommending the procedure to be followed as regards the field of competition for positions in the Border Cities, Windsor, Walkerville, Sandwich and Ford City, approved. (SUB.73-(Vol.2).....	18- 9-31
Appointment of a candidate who was seven days short of a year's residence. (See case of Bruce Hunter, FS-D-50).....	23- 7-34
Appointment of candidate with only nine months' residence. (See case of M. H. Gray, MA-P-23.) Advertisement in future to read "Preference will be given to residents."	24- 7-34
One eligible list for Graduate Nurse to be established for Province of Ontario. Eligibles to choose whether they will serve at Toronto or London. (38957G-(Vol.2).	7- 8-34
Positions of Graduate Nurse at Calgary and Winnipeg thrown open to residents of Saskatoon. (38957-CA).	17-11-34
Ottawa candidate (R. W. H. Himbury) who was wrongly advised as to date of exam. to be admitted to exam. at Hull.....	19- 3-35
Quebec and Levis to be considered one area for examination purposes in connection with P.O., but candidates to be required to state at which point employment is desired. (SUB.73-(Vol.3).	1- 8-35
John Schofield's declaration of residence to be accepted notwithstanding Immigration report. (M-37286).	14- 8-35
Locality interpreted to mean the locality within the boundaries of the electoral district concerned, when the poster does not specify that the competition is limited to the electoral district. (40428G).....	13- 6-36
Post Office Dept. to be consulted <i>re</i> interpretation of locality for Letter Carrier Examination. (73-PO).	28- 8-36
Request of Canadian Legion that competitions for Hospital Orderly be provincial. (73-PH).	30- 9-36
A change in definition of locality for letter carrier considered desirable, but no change to be made until it can apply equally to all postal classes. (73-PO)..	13-10-36
Quebec and Levis to be one centre for postal classes. (SUB.73-Vol.3).....	5- 3-37
Suggestion of Member of Parliament that postal exams. be restricted to the electoral district disallowed. (40043-C44G-and-40571-C44G).	13- 5-37
Census employees admitted to competitions for Letter and Postal Clerk in their home towns. (40571-C49G-Vol.2).	25- 8-37
For small individual positions preference to be given to residents of municipality. Posters to contain statement to this effect. (See Caretaker, Port Elgin, Ont., 41143-4G, and Caretaker, New Westminster, B.C. PW-CA3-1220G and 1244G).	26- 1-38
Only candidates from County of Levis to be considered for appt. at Levis, other candidates on south shore to be assigned, to Quebec. (40571-C36G).....	5- 2-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN

	Date Minute
Mrs. Harry Clinton Stone, not eligible for admission.....	17- 9-26
Mrs. Leonard M. Robertson, to be admitted.....	17- 9-26
Mrs. Victorine Agnes Dwyer, not eligible.....	20- 9-26
Mrs. Margaret Jean Dewar, to be admitted.....	20- 9-26
Mrs. Maurice Dalton Larose, not eligible.....	20- 9-26
Mrs. Jas. A. McGowan, to be admitted.....	28- 9-28
Mrs. L. C. McKinnon.....	17-11-26
Mrs. A. T. Kloepper, not eligible for admission.....	18-11-26
Re: Mrs. V. Degagne (Miss Christina Brownlee) (P&S-P45).....	6-10-26
No further action to be taken re Miss C. Brownlee.....	9-11-26
Mrs. A. R. Dwyer, not eligible.....	18- 1-27
Mrs. Eric Patrick Scanlan, eligible.....	18- 1-27
Mrs. F. G. Wiggett, Ottawa, not eligible.....	5- 1-27
Mrs. John J. Coade, eligible.....	24- 1-27
Mrs. Alex. Rowan, eligible.....	24- 1-27
Mrs. R. H. Childerhose, eligible.....	24- 1-27
Mrs. Margaret Eleanor Douglas, eligible.....	29- 3-27
Mrs. Marg. Mason admitted to promotional competition.....	23- 2-27
Mrs. W. G. Parker.....	28- 4-27
Married women considered in exactly the same manner as any other employee in matter of promotion and transfer. (25-1).....	23- 5-27
Mrs. Olive Atchison Barhydt, eligible for admission to Civil Service Examinations	21- 7-27
Mrs. M. M. Valeda B. Boyer, not eligible.....	16- 8-27
Mrs. M. E. Drewett, eligible for promotional competitions. (IA-IA2-267A)....	2- 9-27
Mrs. Fredk. G. Carscadden.....	3- 9-27
Mrs. Stella Maud Montgomery.....	8- 9-27
Mrs. M. A. F. Broughton, admitted conditionally.....	10-10-27
Madame E. L. de Montigny-Giguere, eligible. (C-I3011).....	10-10-27
Mrs. E. H. Daley, not eligible.....	14-10-27
Madame Antonio P. Dumas.....	22-10-27
Mrs. A. M. Chapman.....	11-11-27
Mrs. Jessie Lillian Gwen Parry.....	16-11-27
Mrs. Thos. Duchesne, not eligible.....	30-11-27
Mrs. Grace Shedden; evidence re eligibility not to be completed as she was unsuccessful at exam. for Steno. Gr. 2.....	11- 1-28
Mrs. Louise Dorothy Clarke who was admitted conditionally to exam. for Seed Analyst, to have her papers examined. (M-5523).....	14- 1-28
Mrs. Mary Watson Eckert, eligible. (T&C-GC2-3045).....	19- 1-28
Mrs. Marie Gibson, not eligible.....	25- 1-28
Mrs. Jas. Clerk Hanlan, not eligible.....	3- 2-28
Mrs. D. H. Pearson admitted conditionally. (M-5866).....	8- 2-28
Mrs. Marie Gerard Carle, eligible.....	22- 2-28
Mrs. Juliette Belanger, not eligible.....	28- 2-28
Mrs. Amedee Lafontaine, eligible.....	28- 2-28
Mrs. W. Morris, eligible.....	28- 2-28
Previous decision re Mrs. M. Gibson confirmed. (OS-12214).....	3- 3-28
Mrs. K. W. McDonald, eligible. (M-6085).....	3- 3-28
Mrs. S. V. Elgin, not eligible. (M-6088).....	9- 3-28
Mrs. Mabel Grosvenor not eligible.....	19- 3-28
Mrs. E. D. Pyke eligible while separated from husband. (M-6474).....	4- 4-28
Statutory declarations to be obtained prior to appointment and every six months thereafter.....	5- 4-28
Stat. declaration to be obtained with every request for extension certificates, this ruling to apply to temporary employees only. (25-1).....	20- 4-28
Mrs. Alma Russell Aspinall not eligible. (M-6525).....	20- 4-28
Mrs. Philip Clements, eligible for admission, on the understanding that she submit a medical certificate regarding her husband's health. (M-6546).....	20- 4-28
Mrs. Gwen Richmond Parry, Ottawa, eligible. (M-6563).....	24- 4-28
Mrs. Emma Muriel Martin, to be admitted. (M-6673).....	10- 5-28
Mrs. D. A. Cochlan, to be admitted. (M-6896).....	16- 5-28
Mrs. Dora Winifred Manning, Ottawa, not be admitted. (M-6954).....	21- 5-28
Mrs. Laura Z. Elackmun, Moncton, N.B., eligible for admission to examinations. (M-6989).....	12- 6-28
Mrs. Donalda Rochon, Val Tetreau, P.Q., to be listed for temporary employ- ment as Sten. Gr. 2 while the House is not in session.....	14- 7-28
Mrs. Annie Lindsay Thompson elig. for admission to Civil Service Examinations. (OS-12453)	22- 8-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—*Con.*

	Minute Date of
Mrs. I. L. Jackson to be admitted to C.S. Examinations. (M-8405)	24- 8-28
Mrs. W. Hatton to be admitted to C.S. Exam.....	27- 9-28
Mrs. A. H. Greene, Edmonton, elig. for temporary employment. (INT-DL-3082). Mrs. Ida P. Lafleche elig. for permanent appt. as Clerk Gr. 1, Dept. of Trade & Commerce. (T&C-S-296)	1-10-28 11-10-28
Mrs. Jessie Kathleen Barker, Renfrew, Ont., considered eligible for admission to C.S. Examinations, under Sec. 36 of Reg. (M-6572)	31-10-28
Mrs. Jean Alberta Trantor, Toronto, elig. for admission to C.S. examinations under Section 36 of Regulations. (M-1390)	14-11-28
Mrs. R. R. Young, eligible for temp. employment. (M-9343)	19-11-28
Mrs. R. R. Young to be placed on E.L. etc.....	26-11-28
Mrs. Margaret Mable Fentiman, Vancouver, B.C., to be admitted to Civil Ser- vice Examinations, under Sec. 36, etc. (OS-20112)	11-12-28
Mrs. Gaston Proulx to be considered eligible to compete for temp. employment until her husband recovers, etc.....	20-12-28
Mrs. E. A. Bowtell, ex-telegraph Agent Operator, not considered eligible for further employment in the Service. (OS-15996).....	26-12-28
Mrs. May Sauve to be admitted to the exam. for Bindery Girl P.P.&S.....	6- 2-29
Mrs. Margaret E. Wells to be admitted to C.S. Examinations, under Section 38 of the Reg. (M-7200)	14- 2-29
Mrs. Edna Hazel Bushby to be admitted to C.S. Exam. under Sec. 36 of Reg....	15- 2-29
Mrs. Germaine Grenier not considered eligible to enter competitions for employ- ment in the C.S. of Canada.....	15- 2-29
Mrs. Helen Dewar Cameron to be admitted to comp. for Immig. Investigating Officer, Gr. 1, conditional on her retaining elig. at time of assignment, if successful	15- 2-29
Mrs. Josephine MacKay Turgeon to be admitted to C.S. exams. under Sec. 36 of Reg.	22- 2-29
Madame Raoul Prevost to be admitted to C.S. exams. under Sec. 36 of Regu- lations	22- 2-29
Madame Cecile Prevost Lamarre to be admitted to C.S. Exams. under Section 36 of the Regulations	22- 2-29
<i>Re</i> application of Mrs. Isabel Jane Gilker for employ. as Stenog., Gr. 1, Dept. of Agr., Edmonton, it was decided that Mrs. Gilker should be asked to furnish a doctor's certificate <i>re</i> her husband's health, etc. (AGR-EF- 3156)	22- 2-29
Madame Antoinette C. Trudeau not to be admitted to C.S. Exams.....	22- 2-29
Mrs. John Elliott Hendry, Toronto, not elig. to compete. (M-10638).....	6- 3-29
Mrs. D. V. Horner, Winnipeg, not elig. to compete. (M-10495)	6- 3-29
Mrs. Jessie A. Eagle to be admitted conditionally to any comp. that may be advertised for Jr. Seed Analyst at Saskatoon. (AGR-S-3087).....	6- 3-29
Mrs. Jack Cook to be admitted to C.S. Exams. under Sec. 38 of Reg.....	6- 3-29
Mrs. Edith May Banks to be admitted to Exams. under Sec. 36 of Reg. (M-10510)	6- 3-29
Mrs. Ethel Martha Campbell to be admitted to exams. under Section 36 of Reg., etc.....	6- 3-29
Mrs. Mary Briggs, Montreal, not eligible for admission. (M-10530)	6- 3-29
Mrs. Lavina McPhail, Winnipeg, not elig. for admission. (M-10524)	9- 3-29
Mrs. C. H. L. Cameron, Winnipeg, not elig. for admission. (M-10651).....	9- 3-29
Madame E. L. Masse, Montreal, not eligible.....	13- 3-29
Madame H. E. Testtart, Montreal, eligible.....	18- 3-29
Mrs. Elizabeth May Livingston Arthurs, to be admitted conditionally to exam. for Stenographer, Grade 2, etc.....	5- 4-29
Mrs. Mary Daprato declared eligible to enter C.S. Competitions.....	8- 4-29
Mrs. Ethel Bertina Byers considered elig. to enter C.S. Competitions. (PW- T-521)	16- 4-29
Winifred Osborne Sinclair (Mrs. Wm. Hendry Gimblett) to be admitted to exams. under Sec. 36 of Reg. (M-11409)	22- 4-29
Mrs. Florence Bainbridge, Ottawa, elig. for admission to C.S. Exams. (M-11738). Mrs. Florence Bamber, Winnipeg, to be admitted to exams. (M-10801)	27- 4-29 1- 5-29
Mrs. Cecile L. Carrier to be admitted to exam. under Sec. 36 of R.....	26- 6-29
Mrs. A. Lyannois (M-12531) to be admitted to exam. under Sec. 36 of R.....	26- 6-29
Mrs. Mary Brebner Strong, Toronto, to be admitted to comp. for Publicity Assistant, Dept. of the Interior. (M-12775).....	28- 6-29
Mrs. Mary E. Crowley, Pincher Creek, Alta., not eligible for employment under Sec. 36 of Reg. (M-7196).....	19- 8-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. A. J. Sauve considered eligible for admission to C.S. examinations, under Sec. 36 of Reg. (M-12869).....	23- 8-29
Mrs. Marion C. Pittard, Halifax, N.S., not considered elig. for employment in the C.S. of Canada, under Sec. 36 of Reg. (M-13780).....	23- 8-29
Mrs. Ellen Isabella Selkirk, Port Haney, B.C., not considered elig. for employment in the C.S. of Canada, under Sec. 36 of Reg. (M-13795).....	23- 8-29
Mrs. George F. Sullivan not considered eligible for admission to examinations under Sec. 36 of Reg.	31- 8-29
Further information to be secured from the Dept. of Health <i>re</i> Mrs. T. G. Buttle's husband's physical condition before admitting her to any examination (M-13810)	5- 9-29
Mrs. I. Shepherd, Toronto, considered elig. for temp. employment. (AGR-HA-3026)	9- 9-29
Mrs. Dorothy May Foster, Billings Bridge, considered elig. for temp. employment in the C.S. of Canada, etc. (M-13984).....	11- 9-29
Mrs. Jean Sinclair Harry, Winnipeg, Man., not considered eligible for employment in the C.S. of Canada. (M-13807).....	11- 9-29
Mrs. Pearl Clayton St. Pierre, Dartmouth, N.S., considered eligible for temp. employment in the C.S. of Canada, but etc. (PO-DS15-3000).....	11- 9-29
Mrs. S. M. James, Montreal, to be admitted to the comp. for Nursing Sister, Ste. Anne Military Hospital, Montreal, under Sec. 36.....	13- 9-29
Mrs. Ralph St. Germaine elig. for admission to C.S. Exam. (M-14274).....	13- 9-29
Mrs. T. G. Buttle not considered elig. for admission to C.S. Exam. (M-13810)..	13- 9-29
Mrs. Raymond Vreeland Scott, O.A.S., Winnipeg, considered eligible for temporary employment, on condition—(M-14052).....	19- 9-29
Mrs. Nancy Irene Ward, Estevan, Sask., not considered eligible for employment under Sec. 36 of Reg. (M-13379).....	19- 9-29
Mrs. Samuel John Beatty, Toronto, considered eligible for temporary employment, but not permanent, at present. (M-13607)	19- 9-29
Mrs. Robert William Rolfe, Winnipeg, considered elig. for admission to C.S. Exams. under Section 36 of Reg. (I&C-W-3038).....	24- 9-29
Mrs. Gilbert O. Stewart considered elig. for temporary employment only, under Sec. 36 of Reg. (PO-DS49-3001).....	26- 9-29
Mrs. John Edwin Doane, Walkerville, not considered elig. for admission to C.S. Examinations. (M-14520).....	5-10-29
Mrs. Thomas F. Shea, Ottawa, to be admitted to exams. under Sec. 36 of the Regulations. (ND-AC-3017).....	5-10-29
Mrs. P. M. B. McGowan to be admitted to the exams. on Oct. 22 & 23 under Sec. 8 of the Regulations. (P&S-D-3014).....	16-10-29
Mrs. W. J. Copping, Ottawa, elig. to enter competitions for temp. or perm. employment, but—etc.....	17-10-29
Mrs. Lloyd Milton Jelly, Ottawa, to be admitted to exams. under Sec. 36 of the Regulations. (M-14895)	18-10-29
Mrs. Ebner Atkin Dunfield, Ottawa, to be admitted to C.S. exams. under Sec. 36 of the Reg. (M-14674).....	21-10-29
Mrs. Nicholas Ysaak Ediger, Winnipeg, considered elig. for admission to C.S. exams. under Sec. 36 of the Reg. (M-15034).....	22-10-29
Mrs. Arthur Charles Watson, Vancouver, considered elig. for admission to C.S. Exams. under Sec. 36 of Reg. (M-14945).....	22-10-29
Mrs. Joseph Grant, Winnipeg, Man., considered eligible for temporary employment as Steno. Gr. 2, where the lists for this centre are exhausted. (OS-21282).	15-11-29
Mrs. Dudley Hale Pearson, London, England, to be admitted to the comp. for Woman Emig. Officer, Gr. 1. (I&C-WO-3020)	15-11-29
Mrs. John Edward Kaye, Toronto, not considered elig. for admission to C.S. Examinations. (M-15368).....	22-11-29
Mrs. Reginald F. Allen, West Kildonan, Man., to be considered eligible for temp. employment as Steno. Gr. 2, under Sec. 36(2) of Reg. (M-15250).....	22-11-29
Mrs. Alice A. Sterling—more definite information to be secured <i>re</i> her husband's physical condition	3-12-29
Mrs. E. C. Sault, for temp. employment only, etc. (M-15594).....	6-12-29
Mrs. H. G. Clough, not eligible. (M-15505).....	7-12-29
Mrs. Alice A. Sterling, eligible for temp. employment as Steno. Gr. 2.....	11-12-29
Mrs. Peter McCann eligible to enter competitions in the Civil Service of Canada	30-12-29
Mrs. Jack Cowan, Walkerville, Ont., eligible for admission to competitions, under Sec. 36 of the Regulations. (M-16217).....	14- 1-30
Mrs. F. R. Collison, Windsor, Ont., eligible to enter competitions under Sec. 36 of the Regulations. (M-16216).....	14- 1-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. Richard Benstead, Windsor, Ont., eligible to enter competitions under Sec. 36 of the Regulations. (M-16185).....	14- 1-30
Mrs. Francis B. Guy, Windsor, Ont., not considered eligible to enter competitions under Sec. 36 (M-16192).....	14- 1-30
Mrs. Leonard Chamberlain, Windsor, Ont., not considered eligible to enter competitions under Section 36. (M-16178).....	14- 1-30
Mrs. Walter J. Poole, Walkerville, not considered eligible to enter competitions under Sec. 36 (M-16261).....	14- 1-30
Mrs. Alden W. Reeves, Sydney, N.S., not considered eligible for admission to exams. under Sec. 36 of the Reg. (M-16156).....	15- 1-30
Mrs. Walter Thomas Jamieson, Windsor, Ont., considered eligible for admission to competition for Special Customs Officer, under Section 36 of the Regulations. (M-16201).....	16- 1-30
Mrs. Katherine F. MacDonald to be admitted to exams. under Sec. 36 of the Regulations. (M-16258).....	16- 1-30
Mrs. James Sanderson, Windsor, Ont., not considered eligible for admission to exams. under Sec. 36 of the Regulations. (M-16287).....	16- 1-30
Mrs. James Maxwade, Windsor, Ont., not considered eligible for admission to competitions, under Sec. 36 of the Regulations. (M-16302).....	16- 1-30
Mrs. William Nagorson, Windsor, Ont., not considered eligible for admission to competitions under Section 36 of the Regulations. (M-16288).....	16- 1-30
Mrs. Ursula H. Scott, Winnipeg, Man., considered eligible for permanent appointment under Sec. 36 of the Regulations. (PH-PWi-114).....	17- 1-30
Mrs. Thomas Joseph Groombridge, Windsor, Ont., not to be admitted to competitions under Sec. 36 of the Regulations. (M-16362).....	18- 1-30
Mrs. Mary Samborsky, Windsor, Ont., not to be admitted to competitions under Sec. 36 of the Regulations. (M-16359).....	18- 1-30
Mrs. William John McMacken, Windsor, Ont., considered eligible to enter competitions under Sec. 36 of the Regulations. (M-16359).....	18- 1-30
Mrs. Reginald Stipe, not eligible, (AGR-EF-3144).....	24- 1-30
Mrs. Chas. E. Oakey, not eligible, (M-16431).....	24- 1-30
Mrs. Robert Service, Windsor, Ont., not eligible. (M-16349).....	27- 1-30
Mrs. Charles C. Butler, eligible. (M-16630).....	8- 2-30
Mrs. Orville Alec Garlowe, Hamilton, not eligible.....	1- 2-30
Mrs. Wm. G. Robertson, for temp. employment as Sten. (M-16787).....	17- 2-30
Mrs. Thomas Henry Mappin, Calgary, Alta, eligible. (M-4457).....	27- 1-30
Mrs. Alma Browman, for temp. employment. (M-14071).....	24- 2-30
Mrs. P. A. Campbell, eligible.....	1- 3-30
Mrs. Chas. Williams, eligible. (M-16975).....	10- 3-30
Mrs. John Johnston, eligible for temp. employment. (M-16445).....	11- 3-30
Mrs. Edward Ernest Wagener, for temp. employment.....	24- 3-30
Mrs. George Philip Morency for temp. employment. (AGR-D-3020).....	27- 3-30
Mrs. Herbert Watson Gregor, for temp. employment. (M-17395).....	27- 3-30
Mrs. Charles Tabot Haslam for perm. appt. as Telegraph Agent Operator. (PW-T-574).	29- 3-30
Mrs. George Parker, for perm. or temp. employment. (M-77458).....	29- 3-30
Mrs. Grant Hubert Chapman for perm. of temp. Employment. (M-17190).....	29- 3-30
Mrs. Lewis Earl McKibbin for employment in C.S. of Canada. (M-17619).....	2- 4-30
Mrs. Neil Alfred Montminy eligible for employment.....	8- 4-30
Mrs. Donald Taylor McVeity eligible.....	17- 4-30
Mrs. Florence Edith Wells, eligible. (M-17921).....	17- 4-30
Mrs. Louis T. Walker not eligible. (M-18046).....	5- 5-30
Mrs. Gordon Livingston Atkinson for temporary employment. (AGR-S-3130)..	9- 5-30
Mrs. Clinton Emerson Starr. (M-15241).....	10- 5-30
Mrs. Alexander Shaw not eligible. (MA-M-3027).....	26- 5-30
Mrs. G. A. Kasper for temporary employment. (M-18537).....	2- 6-30
Mrs. Adrien Bissonnette. (M-18726).....	12- 6-30
Mrs. Ed. Ernest Wagener for perm. employment. (H-A-3037). See Min; 23-3-30.	27- 6-30
Mrs. Elzias Poirier for temp. employment.....	28- 6-30
Mrs. N. C. Wicke for temp. employment.....	26- 6-30
Mrs. Robert James Pratt not eligible.....	4- 7-30
Mrs. Lucien Nadon not eligible.....	4- 7-30
Mrs. Arthur Karl Pink not eligible.....	4- 7-30
Mrs. Neta Prestupa eligible for temp. or perm. appt. (M-19054).....	11- 7-30
Mrs. Cyril Walter Joseph Jervis for temp. or perm. appt. (M-19393).....	22- 7-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. Mary O'Connor for temp. appt. (INT-DLW-3035).....	22- 7-30
Mrs. Wilfred (Donna Ethel) Wallingford not eligible to enter comp. for perm. or temp. employment in the C.S. (M-19211).....	28- 7-30
Mrs. Mary E. Hewitt not eligible for permanent appt. (M-19328).....	5- 8-30
Mrs. Violet R. Scott not eligible. (M-19446).....	5- 8-30
Mrs. E. M. Faulkner for perm. employment. (M-19614).....	7- 8-30
Mrs. Helen Hall. (M-19074).....	9- 8-30
Mrs. Edouard (Dianne) Bouvier for temp.....	19- 8-30
Mrs. William Carroll Roberts, Dunnville, Ont. (M-19590).....	20- 8-30
Mrs. M. Barrow for Postmistress, Chapeau, P.Q. (M-20025).....	21- 8-30
Mrs. W. G. A. Irwin for temp. employment. (INT-DLW-3037).....	22- 8-30
Mrs. F. A. Peacock. (M-20047).....	29- 8-30
Mrs. Omer Lafortune not eligible. (M-20039).....	29- 8-30
Mrs. F. S. Huycke for temp. employment only. (M-20026).....	29- 8-30
Mrs. Antonio Philbert Dumas for perm. appt. (RCB-A-18).....	6- 9-30
Mrs. Helen A. Coffey to be admitted. (M-20853).....	29- 9-30
Mrs. William Gordon Robertson, Carleton Place, Ont. (M-16787).....	4-10-30
Mrs. Cyril A. Pothier. (M-12776).....	16-10-30
Mrs. Clifford Eugene Mastiller, Carleton Place, Ont. eligible (OS-9253).....	21-11-30
Mrs. Roderick J. Byrnes. (M-21618).....	6-11-30
Miss Edith Dickey, married since exams. for Stenographer, Gr. 2, not eligible....	7-11-30
Mrs. D. D. Coon, Elgin, Ont., eligible for employment. (M-21288).....	12-11-30
Mrs. John Kenneth Madill, Scarborough Bluffs, Ont., eligible. (M-20010).....	13-11-30
Mrs. Robert Alan Gourlay not eligible. (PW-A-3042).....	14-11-30
Mrs. George Turner Wilson, Merriton, Ont., not eligible. (M-21945).....	13-11-30
Mrs. Robert A. Gourlay, nee Miss E. I. Dickey, to be given temp. test for Typist, Gr. 2, but not to be assigned ahead on E.L. (PW-A-3042).....	29-11-30
Mrs. I. Gallagher eligible for admission. (PH-PA-251T).....	9-12-30
Mrs. Gordon Arthur Leblanc, Ottawa, not eligible. (M-22275).....	17-12-30
Mrs. Eva Irene Scruby (Miss Irene McElroy), Regina, Sask., not eligible. (M-23191).....	10-12-30
Mrs. F. W. B. Anderson, Ottawa, eligible. (M-19697).....	10-12-30
Mrs. Isa Collins Gallagher eligible.....	19-12-30
Mrs. Vincent P. O'Malley, eligible.....	26- 1-31
Mrs. Frank W. Sherbert, eligible. (M-22444).....	28- 1-31
Mrs. M. A. Dery, Vancouver, B.C., eligible. (PH-PPT-113).....	3- 2-31
Mrs. Francis Ronald Turnley, Winnipeg, eligible. (M-22932).....	7- 2-31
Mrs. Thomas K. Powell, Banff, Alta., not eligible. (M-23008).....	17- 2-31
Mrs. William W. Gallagher, Ottawa, eligible.....	19- 2-31
Mrs. John Fogarty, Ottawa, eligible.....	23- 2-31
Mrs. Benjamin Dunnet, Ottawa, eligible. (OS-9151).....	23- 2-31
Mrs. Edward Dycer Fairbrother, Ottawa, eligible.....	2- 3-31
Mrs. Hermann Konst, Ottawa, not eligible.....	3- 3-31
Mrs. Walter Edward Parry, Newton Brook, Ont., eligible.....	3- 3-31
Mrs. William Albert, Ottawa. (M-23468) to be admitted.....	6- 3-31
Mrs. William James Beattie, Ottawa, eligible. (M-23376).....	6- 3-31
Mrs. Joseph Seguin, Ottawa, eligible.....	7- 3-31
Mrs. F. C. Hay, Calgary, Alta., eligible for temp. employment. (OS-27082).....	9- 3-31
Mrs. John Alexander Moore, London, Ont., not eligible. (M-23357).....	9- 3-31
Mrs. Myron W. Wright, Sarnia, Ont., eligible. (M-23380).....	9- 3-31
Mrs. Victor Hugo Rice, eligible. (M-23387).....	9- 3-31
Mrs. D. E. A. Rispin, not eligible.....	11- 3-31
Mrs. Ernest Pretty, Ottawa, not eligible.....	12- 3-31
Mrs. James Henry Smirle, Ottawa, eligible.....	16- 3-31
Mrs. Joshua Redlich, Ottawa, eligible. (M-23578).....	17- 3-31
Mrs. M. M. Watters, Ottawa, etc. (M-22726).....	18- 3-31
Mrs. Richard Ernest Franklin, eligible. (M-23619).....	21- 3-31
Mrs. R. C. Robinson, Ottawa, eligible. (M-23733).....	23- 3-31
Mrs. J. F. Q. Rymer, Edmonton, Alta., not eligible. (M-23610).....	25- 3-31
Mrs. Alexander H. (Helen) McMillan, eligible.....	25- 3-31
Mrs. Henry Gorman Kennedy, Calgary, Alta., eligible. (OS-27286).....	25- 3-31
Mrs. Henry Alfred George eligible for temp. employment. (M-23949).....	28- 3-31
Mrs. Reginald A. S. Fraser not eligible.....	30- 3-31
Mrs. Robert Charles Bickerton, Navan, Ont., eligible.....	30- 3-31
Mrs. William J. Zeron, Ottawa, eligible. (M-23889).....	30- 3-31
Mrs. John Arthur King, Fort Garry, Man, eligible for temp. employment.....	30- 3-31
Mrs. Herbert Altaon Sneyd, Picton, Ont., eligible. (M-23952).....	30- 3-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. Marcus Samuel Compton, Ottawa.....	30- 3-31
Mrs. Joseph Brass Danson, Toronto, not eligible. (M-24069).....	31- 3-31
Mrs. Judson C. Hanlon eligible. (M-23938).....	8- 4-31
Mrs. Laurent Benoit, Montreal, eligible.....	10- 4-31
Mrs. Edouard Belleau, Montreal, eligible.....	10- 4-31
Mrs. Honorius Martel, Montreal, eligible.....	10- 4-31
Mrs. Arthur Leonard, Montreal, eligible.....	10- 4-31
Mrs. G. Bouvier, Montreal, not eligible.....	10- 4-31
Mrs. Jos. Belanger, Montreal, eligible.....	10- 4-31
Mrs. W. E. S. Morrison, Montreal, eligible.....	15- 4-31
Mrs. Donald Rispin, Ottawa, eligible.....	15- 4-31
Mrs. Gustave Painchaud, Terrebonne, P. Q., eligible (M-24282).....	16- 4-31
Mrs. George Frank Halcro, Britannia, Ont., not eligible. (M-24458).....	17- 4-31
Mrs. Walter H. Woodrow, not eligible.....	20- 4-31
Mrs. David B. Burns, not eligible.....	20- 4-31
Mrs. Daniel Campbell, not eligible.....	20- 4-31
Mrs. H. H. Fullerton, not eligible.....	20- 4-31
Mrs. William H. Natthews, not eligible.....	20- 4-31
Mrs. Thomas W. Wood, not eligible.....	20- 4-31
Mrs. A. J. Oake, not eligible.....	20- 4-31
Madam Alphonse Lebrun, not eligible.....	20- 4-31
Madam J. O. Bisson, not eligible.....	20- 4-31
Mrs. Harry Strang Higgins, eligible.....	20- 4-31
Mrs. Fred. L. Page, eligible.....	20- 4-31
Mrs. Gordon W. Hunter, eligible.....	20- 4-31
Mrs. Edward J. Barnes, eligible.....	20- 4-31
Mrs. James D. Reesor, eligible.....	20- 4-31
Mrs. Robert H. Young, eligible.....	20- 4-31
Mrs. O. H. St. John, eligible.....	20- 4-31
Mrs. Lindsay N. Norton, eligible.....	20- 4-31
Mrs. Thomas E. Nixon, eligible.....	20- 4-31
Mrs. O. R. Allen, eligible.....	20- 4-31
Mrs. Harold T. Bate, eligible.....	20- 4-31
Mrs. T. J. Edwards, eligible.....	20- 4-31
Mrs. Albert G. Vaisey, eligible.....	20- 4-31
Mrs. J. C. MacArthur, eligible.....	20- 4-31
Mrs. John A. Fraser, eligible.....	22- 4-31
Mrs. Daniel MacInnis, eligible.....	22- 4-31
Mrs. Joseph Deschamps, eligible.....	22- 4-31
Mrs. Thomas John Starke, eligible.....	22- 4-31
Madam James Closhen, eligible.....	22- 4-31
Mrs. Ferdinand Coppe, eligible.....	22- 4-31
Mrs. Harry Sothern for temp. employment.....	22- 4-31
Madam Henri Guenette for temp. employment.....	22- 4-31
Mrs. James Gibson, eligible.....	22- 4-31
Mrs. Sydney F. Duplantier, eligible.....	22- 4-31
Mrs. Alexander C. Skinner, eligible.....	22- 4-31
Mrs. Samuel M. Hansher, eligible.....	22- 4-31
Mrs. William E. Greenwood, eligible.....	22- 4-31
Mrs. James Black Glenesk, Toronto, not eligible.....	24- 4-31
Mrs. J. A. Traill, eligible. (M-24506).....	28- 4-31
Mrs. A. K. Atkinson, eligible. (M-24507).....	28- 4-31
Mrs. R. J. Hutchinson Quilter, eligible.....	28- 4-31
Mrs. A. V. Portelli, not eligible.....	28- 4-31
Mrs. James Hynes, not eligible.....	28- 4-31
Mrs. James Albert Weiss, not eligible.....	28- 4-31
Mrs. Frank J. Russell, not eligible.....	28- 4-31
Mrs. A. S. Macfarlane, not eligible. (M-24581).....	29- 4-31
Mrs. H. M. Carscallen, Toronto, not eligible.....	29- 4-31
Mrs. Dudley Hale Pearson, Toronto, eligible. (OS-20487).....	29- 4-31
Mrs. Harold Rae Jackson, Winnipeg, not eligible.....	1- 5-31
Mrs. Robert Alexander Armstrong, not eligible, etc.....	1- 5-31
Mrs. Clifford Smith, not eligible, Toronto.....	29- 4-31
Mrs. Wilfrid Alexander Brown, Neepawa, Man., for temp. employment.....	4- 5-31
Re: Admission of Mrs. Victor Sunderland to comp. for Investigator.....	4- 5-31
Mrs. Ernest W. Jones, Winnipeg, Man., eligible.....	5- 5-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. Herbert Norman, Toronto, not eligible.....	5- 5-31
Mrs. Emily Armistide, Lachine, P.Q., not eligible. (M-24632).....	6- 5-31
Madame Arthur Ernest Landry, Chartierville, P.Q., not eligible.....	6- 5-31
Mrs. Maxwell Herbert Van Luven, Toronto, requested to answer Question 4 on the declaration for married women, etc. (M-24556).....	8- 5-31
Mrs. James William Jannings, Toronto, not eligible. (M-24633).....	8- 5-31
Mrs. Daniel Campbell, Toronto, not eligible. (M-24633).....	8- 5-31
Mrs. W. E. Harry, Winnipeg, eligible.....	8- 5-31
Mrs. Charles T. de LaPlante, Toronto, eligible for temp. (M-24693).....	8- 5-31
Mrs. William Gordon Robertson, Ottawa, eligible provided her separation from her husband is considered permanent. (OS-21824).....	13- 5-31
Mrs. James Gibson, Toronto, eligible for temporary employment.....	13- 5-31
Mrs. C. de Hueck eligible. (M-24905).....	15- 5-31
Mrs. George Stanger, Newton Siding, Man., eligible.....	16- 5-31
Mrs. M. H. VanLuven, Toronto, eligible for temp. employment, etc. (M-24556).....	26- 5-31
Mrs. Isabella Dickson Wilson, Toronto, not eligible.....	28- 5-31
Mrs. Victor E. Sunderland, Toronto, not eligible. (M-25015).....	1- 6-31
Mrs. Jos. S. Simard, St. Donat de Montcalm, P.Q., not eligible	10- 6-31
Mrs. Eustache Simoneau, Baie de la Trinite, P.Q., not eligible.....	12- 6-31
Mrs. Thos. F. Moxon, Montreal, not eligible. (M-25610).....	20- 7-31
Mrs. Marjorie B. Tuthill, Toronto, eligible during the period of her non-support. (F-ARG-3012)	24- 7-31
Mrs. W. J. Ward, Eburne, B.C., eligible. (M-15437).....	31- 7-31
Mrs. James McRae Brough, Vancouver, eligible for temp. employment. (M-25794)	31- 7-31
Mrs. Henri Chapdelaine not considered eligible as Postmaster at Martinville, P.Q., unless there are no other applicants and in the absence of more information	12- 8-31
Mrs. C. E. Brown not to be considered for position of Typist, Gr. 1, Middleton, N.S., unless there is no eligible available. (M-25849).....	12- 8-31
Further information regarding Mr. Levesque to be obtained before Madame Levesque is admitted to comp. for Postmaster, St. Jacques, P.Q.....	12- 8-31
Mrs. F. McCarthy, considered eligible for temp. employment, during period of her husband's incapacity, should she qualify at the necessary examination. (OS-29298)	26- 8-31
Mrs. Clifford Johnson Hepburn, Kingston, eligible. (M-26010).....	8- 9-31
Mrs. Henry Herbert Henderson, Coronach, Sask., eligible for employment in the District in which she resides, etc. (M-26064).....	11- 9-31
Mrs. Joseph Dupuis, Ottawa, eligible during period of non-support.....	15- 9-31
In all cases where ill health is given as a reason for non-support, medical certi- ficates should be obtained, in connection with the retention of married women in the service. (25-1).....	22- 9-31
Report on the retention of married women in the Service. (25-1).....	24- 9-31
Mrs. V. Rochon to remain. (25-1).....	25- 9-31
Mrs. Mabel Chesney's case to be inquired into. (25-10).....	25- 9-31
Mrs. Florence A. Swallow's case not established. (25-1).....	25- 9-31
Mrs. Maggie Symons,—Inquiry to be made as to the amount of pension received. (25-1)	25- 9-31
Mrs. Thomas Bernard Nash, Ottawa, eligible. (M-26323).....	2-10-31
Mrs. Robert Percy Rogers, Ottawa, eligible for temp. empl. (M-26090).....	20-10-31
Mrs. I. M. C. Thompson, Dept. of Interior, to be retained. (25-1).....	19-10-31
Mrs. F. A. Swallow, a lay-off from the Dept. of the Interior, continued for the remaining period of temporary work in Finance and her name removed from the Interior lay-off list. (INT-DS-4).....	26-10-31
Mrs. Alphonse H. Landry, St. Quentin, N.B., eligible.....	12- 2-32
Mrs. Elwood S. Sandall, Vancouver, eligible. (M-28022).....	7- 3-32
Mrs. J. D. Spencer eligible for employment. (FS-A-3003).....	24- 3-32
Mrs. Mary M. Murphy, Finch, Ont., ineligible. (OS-10001).....	13- 4-32
Mrs. Richard James (Hazel) Wallace eligible. (M-28309).....	25- 4-32
Mrs. A. E. Hughes eligible for comp. for Peni. Nurse. (M-29010).....	11- 8-32
Mrs. Esem E. Tull not eligible for employment in C.S.....	11- 8-32
Mrs. J. G. Kennedy eligible for admission to competition for Penitentiary Matron, Sidney Island, B.C. (M-29011).....	16- 8-32
Mrs. W. Collis not eligible for employment in C.S.....	17- 8-32
Mrs. Margaret Dayton not eligible for employment in C.S.....	17- 8-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—Con.

	Date of Minute
Mrs. W. Horel eligible for admission to comp. for Penitentiary Matron, Sidney Island, B.C. (M-29028).....	17- 8-32
Mrs. English and Mrs. Mann of the Income Tax Office not to be retained. (25-1-Vol.2)	23- 8-32
Mrs. B. P. Bonneville, Mrs. Bertha Defoy and Mrs. M. Martin eligible for employment. (25-1-Vol.2).....	23- 8-32
Mrs. A. M. McLaren to furnish a medical certificate regarding the length of disability. (25-1) (Vol.2).....	23- 8-32
Married women, whose failure to receive support from their husbands due only to failure of the husband to obtain employment, not considered eligible to take part in C.S. Competitions. (M-29029).....	14- 9-32
Mrs. Stanislas Lamoureux, New Westminster, B.C., eligible for admission to competition for employment in Civil Service of Canada. (M-28981).....	19- 9-32
Mrs. Ida W. Riedel not eligible to enter comp. for Matron, Kingston pen.....	5-10-32
Mrs. J. S. Howes, not eligible to enter comp. for Matron, Kingston pen.....	5-10-32
Mrs. P. W. Dyer eligible for employment in C.S.....	5-10-32
Mrs. J. W. North eligible for employment in the C.S.....	5-10-32
Case of Mrs. A. G. Dayton, an applicant for the position of Penitentiary Matron, Sidney Island, B.C., to be reconsidered, if her husband's inability to secure employment is due to the effects of shell shock, otherwise the decision previously given to stand. (M-29162).....	6-10-32
Mrs. Albert Edward Pearson not eligible for employment in C.S. (5-I&C-Vol.2).	8-10-32
Mrs. James Donaldson not eligible for employment in C.S.....	11-10-32
Mrs. W. F. Hastings eligible for employment in C.S. (M-29207).....	14-10-32
Mrs. Harold Pratt eligible for employment in C.S. (M-29179).....	14-10-32
Mrs. Mary Lucy Maddocks not eligible for employment in C.S.....	20-10-32
Mrs. James H. Stevenson eligible for employment in C.S.....	24-10-32
Mrs. James Martin admitted conditionally to comp. for Penitentiary Matron, Sidney Island, B.C.....	24-10-32
Mrs. Arthur N. Burges eligible for employment in C.S. (M-29568).....	26-10-32
Mrs. Silvana Jean Hart eligible for employment in C.S.....	8-11-32
Mrs. B. M. Williamson, Graduate Nurse, not eligible to be placed on the lay-off list unless separated from her husband.....	20-12-32
Mrs. Richard Millier eligible for employment in C.S. (OS-16316).....	21-12-32
Mrs. F. O. Freeland not eligible for employment in the C.S.....	23-12-32
Mrs. R. C. Bowyer eligible for employment in the C.S.....	23-12-32
Mrs. Freda Horton eligible for employment in the C.S. (M-30034).....	23-12-32
Mrs. Donald MacDougald eligible for employment in the C.S. (M-30061).....	4- 1-33
Mrs. B. W. Williamson to be retained as Graduate Nurse, etc. (H-Q-116)....	10- 1-33
Mrs. Antonio Lebrun eligible to enter comp. for Postmaster, Coaticook, P.Q. (M-30158)	12- 1-33
Mrs. Adrienne Millier to be given supp. test in shorthand and typewriting when a decision is reached regarding candidates. (OS-16316).....	13- 1-33
Mrs. Wilnot Earl Harry eligible for employment in C.S. (M-13807).....	13- 1-33
Mrs. Ruth Lavine for temp. employment (OS-34842).....	16- 1-33
Mrs. Robert John (Rose Evelyn) Lee eligible (M-30128).....	16- 1-33
Mrs. D. LeBouthillier to submit medical certificate regarding her husband's health, etc. (M-30455).....	14- 2-33
Mrs. Edward Duckett eligible for employment in C.S. of Canada.....	14- 2-33
Mrs. C. R. Grundy to furnish a medical certificate as to her husband's health. (M-30445)	20- 2-33
Mrs. J. D. Baby not eligible (M-30371).....	20- 2-33
Mrs. Helen W. Workman eligible for employment. (MA-N-416T).....	22- 6-32
Mrs. Frank C. Atwood eligible for employment in C.S.....	27- 2-33
Mrs. Damase LeBouthillier eligible for temporary employment. (M-30455)....	28- 2-33
Mrs. G. A. Kasper not eligible for employment (M-18537).....	2- 3-33
Mrs. G. A. Kasper to enter competition for Stenographer, Grade 1, at Sherbrooke, P.Q., but to be considered for temporary employment only. (M-18537)	6- 3-33
Mrs. Henry I. Curling, Carleton Place, Ont., eligible. (OS-22093).....	27- 3-33
Mrs. G. A. Kasper not eligible for employment. (M-18537).....	2- 3-33
Mrs. Claude Richard Grundy eligible to enter competitions. (M-30445)	1- 4-33
Mrs. Bruce M. Gibbons not eligible. (M-31047).....	3- 4-33
Mrs. Wesley F. Maunder eligible (M-30939)	3- 4-33
Mrs. James Martin eligible for employment. (J-P-3550).....	3- 4-33
Mrs. E. H. Reinhold not eligible for employment. (M-31087).....	6- 4-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—MARRIED WOMEN—*Conc.*

	Date of Minute
Mrs. Mabel V. Sangster to be admitted conditionally. (M-31052).....	6- 4-33
Mrs. Donald McL. Burnett eligible for employment. (M-31094).....	6- 4-33
Mrs. Albert E. Watson eligible for admission to exam. for Laboratory Assistant, Toronto, etc. (M-31032)	6- 4-33
Mrs. Frederick R. Beaudoin eligible for employment. (OS-9895)	6- 4-33
Mrs. Leonard Rossell eligible for employment in C.S. (M-31050).....	10- 4-33
Mrs. Romid Alexia Kidder eligible for employment in C.S. (M-31129)	10- 4-33
Mrs. Edwin John Thomas eligible to write on examinations. (M-31475).....	23- 5-33
Mrs. Wilfrid Choquette eligible for employment. (OS-12507).....	2- 6-33
Mrs. Charles Jack Howard not eligible (M-31584).....	7- 6-33
Mrs. R. F. Pirie eligible for employment (M-31629)	10- 6-33
Mrs. Marjorie Smith eligible for employment in C.S. (M-31812).....	8- 7-33
Mrs. Donald Bernard Soy eligible for employment in C.S. (OS-33072).....	13- 7-33
Mrs. J. G. Armand Rochette not eligible for employment (OS-34395).....	10- 8-33
Mrs. Willis Speers eligible to enter competitions. (M-32000)	11- 8-33
Mrs. Harry Beardmore not eligible for employment. (M-31999).....	16- 8-33
Mrs. John Pye eligible to enter competitions. (OS-10752)	27-11-33
Mrs. S. F. McDonald for employment in C.S.	14- 4-33
Mrs. Rene Laflamme not eligible for employment in the C.S. (OS-1841)	17- 4-34
Mrs. E. H. Tanguay not eligible	30- 5-34
Mrs. H. A. Georges admitted conditionally to comp. for Investigator, Female, Bilingual, Montreal, P.Q. (M-23949)	26-10-34
Mrs. J. McR. Brough to comp. for Graduate Nurse, Vancouver, B.C., etc. (M-34742)	27-10-34
Mrs. M. A. St. Germain to comp. for Investigator, Female, Montreal, etc.....	7-11-34
Mrs. J. LeBeuf to comp. for Investigator, Female, Montreal, etc.....	7-11-34
Mrs. F. H. Rew to comp. for Investigator, Female, Montreal, conditionally (M-34855)	23-11-34
Divorced women to be required to furnish declaration <i>re</i> income received from former husband. (25-1-(Vol. 2).....	13-12-34
Mrs. M. E. Ballard, Calgary, Alta., to comp. for Inves. Gr. 1. (M-35340).....	11- 1-35
Mrs. E. A. J. Smitheram to comp. for temp. employment only. (M-35398).....	16- 1-35
Mrs. Eva Dionne to comp. for employment in C.S. (M-38546).....	11-10-35
Mrs. M. McCuaig to comp. for temp. employment. (M-38626).....	11-10-35
Mrs. B. M. Richards to employment in C.S. (M-38649)	11-10-35
Mrs. F. G. Pinder for employment in C.S. (M-38622)	11-10-35
Mrs. E. E. Crandall for employment in C.S. (M-38545)	11-10-35
Mrs. R. A. Bruce for employment in C.S. (M-38491).....	11-10-35
Mrs. W. A. Pomery for employment in C.S. (M-38553)	12-10-35
Mrs. Mabel Grasley-Bick for employment in C.S. (M-38569)	12-10-35
Mrs. M. J. Ravey for employment in C.S. etc. (M-38624)	12-10-35
Mrs. H. E. Timlock for employment in C.S. etc. (M-38558)	12-10-35
Mrs. A. W. Little to comp. for Demonstrator and Lecturer. (M-38451).....	18-10-35
Mrs. W. J. T. MacKay for temp. employment. (M-38550)	16-10-35
Mrs. J. F. Pearman to comp. for employment. (M-38551)	16-10-35
Mrs. M. A. Carbonneau, Kapuskasing, to comp. for employment. (M-38848)...	2-11-35
Mrs. H. Moore, Ottawa, for temp. clerical employment only. (M-38781).....	6-11-36
Mrs. A. S. Forrest, Curry's Corner, N.S., to comp. etc. (M-38458).....	31-12-35
G. A. Gould, Saskatoon, eligible to enter competitions. (M-39752).....	25- 2-36
Commissioner Stitt to discuss with Deputy Minister of Justice the meaning of "unable to contribute to her support," and also status of separated wife in Quebec Province. (See Mrs. Jas. Henderson, M-42074).....	4- 6-36
Mrs. J. R. Smith, Meaford, Ont., to Census Exam. for temp. employ. (M-42138)..	30- 5-36
Mrs. J. R. Gorman, Ottawa, eligible for admission. (M-46394).....	15-12-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS

Where P.O. Dept. request competition to be held in abeyance after applications have been received by them but not yet forwarded to Commission names and addresses of applicants to be given before withholding of competition is considered. (37097).....	24- 3-26
Procedure in selection of Prison Guards. (24-J).....	17-10-25
Steps to be taken to have a new Supervisor appointed at Peterborough. (37615G).	29-10-26
Examinations for Poultry Inspector at Guelph to be supervised by an official of the Examination Branch. (37733G).....	29-11-26
No change to be made in procedure for Postal Chaffeurs' Exam. (73-PO)....	11- 1-27

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
<i>Re:</i> Resolution of "Native Sons of Canada." (SUB-69).....	4- 4-27
<i>Re:</i> Change in procedure of exam. for Postal Helpers at Summerside.....	6- 4-27
The candidates who failed in Geography at Postal Helpers' Exams. not to have other papers corrected, etc. (73-PO).....	12- 4-27
<i>Re:</i> Amputation Cases. (73-PO).....	19- 4-27
Procedure in connection with Exams. for Prison Guards approved. (2-1-J).....	26- 4-27
J. W. Benoit, ex-letter Carrier, Three Rivers, who was dismissed by Order in Council, to be required to qualify again by examination, etc. (OS-11730)..<	29- 4-27
Mr. F. A. Tingley to supervise examination for Hatchery Assistant at Rivers Inlet, B.C. (37790G).....	30- 5-27
Mr. John Mitchell not considered eligible to compete for employment in the penitentiaries; but to be allowed to take part in competitions for other Departments; his case to be considered before re-assignment. (OS-11903)..<	8- 7-27
Mr. X. to be required to satisfy the Commission as to his honesty, should he ever apply for re-employment in the Service. (OS-11790).....	8- 7-27
Change in procedure of conducting exams. for Prison Guards. (37623G-(Vol. 2)..<	2- 9-27
John Wm. Delahunt to be passed over on eligible list for Postal Helper at Moncton, N.B. (PO-C23-3013).....	3- 9-27
G. D. Ralston to replace Mr. Quance as Supervisor at Regina.....	19- 9-27
Procedure for conducting examinations in Nova Scotia for Junior Fruit & Veg. Inspectors. (37310-27).....	22- 9-27
Purchase of a new duplicating Machine authorized.....	11-10-27
R. G. Mowatt to replace F. Sullivan as Superior of Examinations at St. Stephen, N.B.	10-10-27
Application forms which have been filed for more than five years to be destroyed, etc. (Sub. 31-(Vol. 2).....	24-11-27
Persons who enlisted Overseas during the Great War and served with His Majesty's Military Forces entitled to Military Preference. (5-2).....	24-11-27
<i>Re:</i> declaring candidates who fail in Shorthand eligible for appointment as Typist. (T&C-EG-52)	1- 2-28
Miss Linda Wood required to establish her eligibility for examination before being offered further vacancies. (OS-13803).....	3- 2-38
A. E. Stotts, who qualified as Clerk, Grade, eligible for appt. as Confidential Messenger, on strength of this examination. (RCMP-A-3000).....	3- 2-28
George A. Leclair, who was rejected for position of Lightkeeper, considered eligible for other positions. (OS-14433).....	3- 2-28
Charles McCusker eligible to compete for positions other than Postmaster. (OS-13967)	6- 2-28
Amputation cases considered eligible for appointment as Customs Excise Clerk but not as Customs Excise Examiner. (C-13K-3023).....	25-11-27
Ed. Chiasson to supervise at Chippegan, N.B. (C-1C-4).....	9- 2-28
Lists of candidates at examination for Stenographer, Gr. 1 and 2, October, 1927, declared eligible for permanent appointment as Typists, Gr. 1 and 2.....	11- 2-28
<i>Re:</i> Complaint of Mr. Brooks about conditions which existed at time of exam. for Clerks, Gr. 2, at Nelson, B.C. (38223G).....	4- 2-28
Charles McCusker eligible to compete for positions. (Os-13967).....	6- 2-28
Dr. R. F. Ruttan and Professor J. Matheson to set papers for exam. for Paymaster Cadet, Royal Canadian Navy. (38187G).....	2- 3-28
An officer of the Examination Branch to conduct examination for Customs Excise Examiner at Windsor. (C-55E-3035).....	5- 3-28
Procedure in connection with appointment of bilingual stenographers approved. (SUB. 5)	5- 3-28
Mr. F. E. Dorion to be informed more fully of the reasons why he was not regarded as satisfactory for photographic work in the Air Force Branch. (M-5990)	23- 3-28
Utilization of eligible list from higher classes to be used for vacancies of Clerk, Grade 1, which may occur pending the establishment of eligible list. (SUB-73-(Col. 2).....	1- 5-28
Miss Marguerite Gemmell declared eligible for permanent appointment as Clerk, Grade 1, North Battleford, although inadvertently admitted to examination; (38445G) (Post Office Department).....	7- 5-28
Draft Form to replace CS-71 for report on applicants for Postmasterships approved. (5-PO-PM)	11- 5-28
<i>Re:</i> Making Wolfeville, N.S., a regular examination centre.....	14- 5-28
Examination of Miss Aileen Janette MacLennan to stand. (38426G).....	6- 6-28
Representative of the Examination Branch to proceed to Kingston in connection with the examination for Postal Helpers, June 9, 1928.....	7- 6-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Mr. N. A. Robinson of Washington, D.C., to be allowed to write the exam. for First Secretary, Dept. of External Affairs, at nearest Canadian Centre.....	11- 6-28
Entrance fees to be returned to two candidates who attended Saskatoon, where they were not examined, and the question of expenses to be referred to the Department	14- 6-28
Mr. A. R. Weir, Registrar of the University of Saskatchewan, to act as Supervisor of Civil Service Examinations, replacing Dr. W. Murray.....	15- 8-28
Request of Dept. that Mr. F. H. Palmer to be given a special examination for Trade Commissioner disallowed. (OS-11929).....	17- 8-28
Commission to undertake correction of certain examination papers in connection with the Royal Canadian Navy. (73-10).....	21- 8-28
Report of the Examination Branch in connection with examinations for positions on the Secretariat, League of Nations, approved. (2-3-).....	27- 8-28
Department of Trade and Commerce to be advised that Mr. F. H. Palmer may be examined for position of Junior Trade Commissioner either in Antwerp or London. (OS-11929).....	15- 9-28
<i>Re:</i> Procedure in sending District Superintendents' reports to Commission, etc. Post Office Department. (38509) Postmaster, Findlater, Sask.....	28- 9-28
Fifteen marks to be added to paper on Translation for Mr. Fred. Lewis Whiting, on examination for Customs Excise Enforcement Officer, Stanhope, P.Q., and Mr. Whiting declared successful. (C-4D-3002G).....	12-10-28
Roy Leitch of Halifax entitled to R.S. Preference. (M-8853).....	17-11-28
Mr. E. Hyde, Indian Agent at Hazelton, B.C., to act as Supervisor of the Examination for Clerk, Grade 1, Hazelton (IA-IA2-3010).....	14- 1-29
Mr. Francis A. Paquet, who was overlooked when the qualifying exam. was given to the other candidates for the position of Customs Excise Examiner, Quebec, to be given a qualifying exam. of the same standard on 22-1-29, when another exam. is being held.....	16- 1-29
Mr. Robert Brown, Clerk, Grade 1, Winnipeg, to be given qualifying exam. for Customs Excise Clerk and Examiner on his return to Winnipeg, having been on duty as relieving Officer at The Pas. (C-5F-66).....	21- 1-29
Request of Mr. R. S. Simpson, Commercial Director of Ottawa Tech. School, that the 4th year course in this school be considered equivalent to one year of office experience for Gr. 2 exam. disallowed. (SUB. 73-(Vol. 2).....	25- 1-29
Procedure approved in connection with the rating of applicants in local competitions. (Sub.-73-(Vol. 2).	13- 2-29
Mrs. Antonia Dumas. (overage), who qualified as French Steno. Gr. 2, last October, to be allowed to take English Shorthand and Typewriting at next examination to qualify for Bilingual appointment.....	27- 2-29
Student Map Draftsman to be advised that their experience as such is not considered as drafting experience for positions of Junior Draftsman, etc. (37875G)	28- 2-29
<i>Re:</i> Establishment of eligible lists for Steno. Grade 1 and 2. Typewriting papers to be marked first and then only the papers of those who obtain 55 per cent or over in Typewriting to be marked.—	
Papers of unsuccessful candidates to be marked after the ratings for the successful candidates are obtained. (SUB-73-(DUP).	6- 3-29
Request of National Defence that applicants for Caretaker, Watchman, be required to fill applications in duplicate, disallowed but oral exam. ratings to be furnished in duplicate.	13- 3-29
Manitoba Correspondence School not to be notified of every examination.....	18- 3-29
Pamphlet <i>re</i> exams. for Jr. Trade Commissioner ordered printed. (73-T&C).....	20- 3-29
No change to be made in the present procedure for making appointments to the Department of National Revenue at Charlottetown, P.E.I., and Outports thereunder. (38-C-(DUP.) (Board Decision).....	28- 3-29
Application of Henri Proctor for position of Watchman rejected. (M-10911).....	3- 4-29
<i>Re:</i> Application of Mr. J. W. Shelters for Immigration Inspector. The Examination Branch was instructed to obtain a report from the Dept. of Immigration and Colonization, etc. (I&C-E-3012).....	3- 4-29
Application of Mr. Ernest C. Harris for the position of Inspector of Construction to be rejected. (M-11110).	4- 4-29
Mr. William Gow to be advised that unless he can secure further information regarding his war service he cannot be regarded as entitled to preference accorded to ex-service men. (M-7313).....	8- 4-29
<i>Re:</i> Special Class Excise Examination, Dept. of N.R. (Candidates not to be required to secure any fixed minimum; to be declared eligible if 70 per cent on the aggregate is obtained. (C-50E-374).....	13- 4-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
A supervisor to be sent from Ottawa to take charge of examination for Veterinary Inspectors at Guelph, Ont. (37310-29G).....	16- 4-29
Miss M. Bridgeman, Winnipeg, who is going to Geneva, allowed to take the next examination for Stenographers at Geneva, etc.....	16- 4-29
Request of the Department of National Revenue that all competitions for filling of junior vacancies at Charlottetown be open to all residents of that Port and not restricted to Service, to be given careful consideration when next requisition is received for perm. appt. at Charlottetown. (38-C-(DUP)).....	10- 5-29
Mr. John V. P. Herring, New Westminster, B.C., to be given an exam. for appointment as Customs Excise Clerk at Vancouver, B.C.....	18- 5-29
Before assignment, even temporary, candidates for the position of Lay Inspector to be subjected to a medical examination. (5-AGR).....	18- 5-29
Application of Mr. J. E. Dwyer for Postal Helper, Ottawa, rejected. (M-13)..	13- 6-29
Alfred E. Wilmin eliminated from comp. for Postal Helper. (M-4342).....	22- 5-29
G. W. Stokes not considered a bona fide resident of Sombra, Ont. (C-52E-8)..	15- 7-29
Mr. J. Alex. McLeod to act as the Commission's Supervisor at Regina, vice George D. Ralston.....	25- 7-29
<i>Re:</i> Examination for Caretaker, Grade 1, Dept. of National Defence, Niagara Falls, Ont. The Department to take charge of the oral test, etc. (ND-CE-52)	13- 8-29
Purchase of a Gestetner Machine authorized, to be used solely for examination papers, etc. (31-3).....	26- 8-29
Mr. R. F. Cowin, 6th on eligible list for Customs Excise Clerk and Customs Excise Examiner, Calgary, Alta., not considered entitled to overseas preference. (C-1H-3002G).....	13- 9-29
The Brothers of the Academie Commerciale to take charge of the Postal Helper Examination at Quebec, P.Q. (37856G).....	23- 9-29
Request of the Dept. of Immigration and Colonization that an examination be held in London, England, for Immigration Agent, Grade 1, disallowed. (38984G).....	24- 9-29
<i>Re:</i> Stenographic and Clerical Staff of the various Legations. Those who wish to qualify and are now employed by the Legations at Washington and Tokyo and Geneva to be permitted to write general examination next month at these centres. (39017G).....	19- 9-29
Mr. Joseph Lachance considered eligible for employment as Postal Helper, Levis, P.Q., and placed at the bottom of the eligible list. (38912G).....	30- 9-29
Examination of Wilbur George Sloman for Postal Helper, Regina, allowed to stand. (M-12772).....	16-10-29
Mr. Isidore Rheume to be prosecuted under the C.S. Act for irregularities in connection with the examination for Postal Helper at Montreal, etc. (PO-C24-1584).....	22-10-29
Also, <i>re</i> Mr. A. Palin.....	22-10-29
Account submitted by the Department of Justice for Gustave Adam, <i>re</i> services regarding impersonation by Albert Palin, amounting to \$96 approved. (Board Decision).....	5-11-29
Mr. R. H. Bauer, OAS, to be given an opportunity of qualifying for employment as Postal Helper. (M-12626).....	12-11-29
Request that similar procedure be used in rating applicants for positions of Radio Electrician & Jr. Radio Electrician as is in force for Jr. Radio Operators, disallowed. Positions of this kind to be advertised from time to time and qualifications of applicants considered by an Advisory Board, etc. (73-1-MA).....	15-11-29
Standing of Miss Helen M. Patterson on the Clerk, gr. 2 list changed to 25.2..	3-12-29
Thomas Smart not entitled to OAS preference for Immig. Hall Caretaker. (I&C-W-175).....	19-12-29
Examination of Mr. W. M. Cook for Hospital Orderly, Grade 1, to be allowed to stand. (PH-PTO-3009).....	19-12-29
W. E. Davies to be given oral exam. for Excise Tax Auditor.....	31-12-29
Chas. A. C. Brown not entitled to OAS pref. until he furnished evidence of service in Army. (M-15580).....	24- 1-30
Rating form used in P.O. Dept. to be used generally. (73-1).....	28- 1-30
Mr. James Crawford to be medically examined for appt. as Postal Helper. (37835G-(Vol. 2)).....	30- 1-30
Mr. Daley to conduct examination for Customs Excise Examiner at Windsor, etc. (39204G).....	19- 2-30
Patrick McDermott eligible for re-employment. (OS-22709).....	22- 2-30
Definite information to be secured from U.S. Immigration Office <i>re</i> Robert A. Trenholme, etc. (M-16425).....	24- 2-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
H. C. Rothwell to be admitted to forthcoming exam. for Clerk, Gr. 2, and, if successful, particulars of his case to be drawn to Department to which he is being assigned	6- 3-30
Dr. Hilton to be advised that list of successful candidates at Veterinary Inspectors examination appeared in <i>Canada Gazette</i> and that Civil Service Commission does not make a practice of furnishing names, etc. (37310-29G).	11- 3-30
E. W. Hart's application for position of Seed Analyst to be reconsidered. (M-15249)	19- 3-30
Mr. William J. Anderson entitled to military preference. (MA-P-3003)	28- 3-30
Where the number of appointments to be made within the following twelve months can be estimated, only sufficient number of eligibles to be listed to fill the vacancies, provided this can be legally done, except in cases of Clerks and Stenographers where the present procedure is to be followed....	2- 4-30
Chicoutimi to be included in the examination centres but no change to be made in Regulations. (SUB-73-(Vol. 1).....	3- 4-30
A member of the Examination Branch to supervise the examination for Veterinary Inspectors at Guelph, Ontario. (37310-20G)	5- 4-30
The question as to the advisability of permitting individuals in Depts. to set and examine special examination papers was discussed but held over for decision	15- 4-30
A report to be obtained from the Department of Justice in connection with the admission of Mr. Frederick E. Armstrong to exams. (OS-9221).....	17- 4-30
Crippled girls under charge of Rotary Club to be admitted to exams.....	24- 4-30
Report to be obtained from the Justice Department in connection with the admission of Mr. Frederick E. Armstrong. (OS-9221).....	24- 4-30
Suggestion of Examination Branch that the typewriting marks of Miss G. S. Carmichael be combined disallowed (INT-DLW-365).....	26- 4-30
Miss G. W. Carmichael, Revelstoke, B.C., to be asked why it was that she received such a difference in marks in Typewriting. (INT-DLW-365).....	5- 5-30
A ruling to be obtained from the Department of Justice as to whether East Africa is considered as a theatre of war, and whether those who served in East Africa are entitled to the R.S. preference. (M-17631)	6- 5-30
Scheme of exam. for Inspector of Weights & Measures approved. (73-T&C)...	12- 5-30
Competition to be advertised open to residents of Ottawa and Locality for lower grade positions of Packer and Helper, Watchman and Truckman. (39281G)	13- 5-30
Alfred Ernest Scoby, Officer in the Mercantile Marine, not considered as having resided in Canada for three years. (M-17717)	27- 5-30
Assignments to be made from E.L. for Mail Porters, Montreal, for positions of Letter Carrier and Mail Porter, pending the result of comp. being held for Letter Carriers and Postal Clerkships to be filled by promotion as in the past. (24-PO)	28- 5-30
In the examinations for Letter Carrier and Mail Porter, both the oral and written exams. to be given an equal weight of 5. (73-PO-(DUP).....	28- 5-30
A candidate endeavouring to pass as bilingual stenographer to be declared successful if he passes in Typewriting in either of the two languages, but considered as an English or French Stenographer, according to the language in which he was successful in Shorthand. (SUB-73-(Vol. 2).....	30- 5-30
Service in East Africa during the late war to be considered as military service overseas. (5-2-).....	5- 6-30
Rating on education and experience in examinations for Immigration Inspector to be eliminated and included in rating on oral examination. (73-I&C).....	5- 6-30
Request of B. M. Hamilton of Detroit, who was admitted conditionally to an examination for Postal Helper at Windsor, to be considered eligible for employment at Ottawa disallowed. (M-12585).....	6- 6-30
Weekly temporary tests for Stenographers to be discontinued until further eligibles are required. (SUB-73-(Vol. 2).....	6- 6-30
E. Hodgins, Stenographer, Gr. 1, to qualify again by examination before receiving further employment. (OS-14585).....	6- 6-30
The case of Mr. J. A. Brunet to be dealt with in the same way as that of Mr. J. Palin, Mr. Brunet having had someone to impersonate him at the exam. for Postal Helper at Montreal. (PO-C24-3206).....	19- 6-30
Mr. Georges Dorval to be required to again qualify by exam. for Steno. Gr. 2. (AGR-A-35)	19- 6-30
The Head Clerk of the French Clerical Section to be present at exams. for Letter Carrier, Montreal. (39327G).....	24- 6-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
An amended form of notice to unsuccessful candidates to be submitted by the Examination Branch.....	24- 6-30
Mr. Bouchard to interview candidates at Montreal in connection with their supposed impersonation. (PO-C24-3081).....	25- 6-30
In future, in all cases of misrepresentation of age at examinations, the candidates to be blacklisted for one year from date in Minutes. (SUB-73-(Vol.2).....	3- 7-30
William Guy to be advised of the number of applicants for positions of Watchman, etc. (39281G).....	4- 7-30
Re: Advisability of permitting individuals in Departments to set and examine special examination papers. (See Minutes of 15-4-30).....	4- 7-30
The case of George W. Vincent to be submitted to Justice Dept. for a ruling as to his eligibility to enter competition for Junior Trade Commissioner. (M-19008)	12- 7-30
George R. Clark to be advised of the age limit of candidates for examinations. (OS-23875)	12- 7-30
Miss A. L. Love not entitled to military preference. (M-19067).....	15- 7-30
Re: Promotional examinations for Clerks, Gr. 2, 3, and 4, etc., recommended by Dept. of P&NH in order to establish E.L. for appointment to positions in connection with amendments to Pensions Act. (73-PH).....	15- 7-30
Re: Disability cases qualified for appointment as Packer and Helper, Watchman, Truckman, etc. (39281G).....	29- 7-30
An official of the Examination Branch to conduct examinations at Toronto for Stenographers, Grade 2, Clerks, Grade 1, and Inspectors of Weights and Measures. (73-8).....	5- 8-30
Miss Dorothy Cooper to qualify again for Stenographer, Gr. 2. (M-19693)....	14- 8-30
Mr. Frank Hutchinson, Winnipeg, Man., not to be admitted to exams. on account of being over age. (OS-12736).....	2- 9-30
Post Office Department to be advised that vacant positions are to be advertised at as early a date as possible, etc. (38-PO).....	2- 9-30
Sidney T. Hart 80 per cent dis. case eligible for employment provided he is acceptable to the Department to which he is assigned.....	2- 9-30
A. H. Smith, 100 per cent disa. case to be medically examined before being listed for employment	2- 9-30
G. R. King to be listed for permanent employment as Postal Helper, having furnished an affidavit to the effect that he did not take part in the copying at time of exam. (38670G).....	5- 9-30
John Kyle, Toronto, Ont., not entitled to OAS Preference.....	5- 9-30
Mr. E. Anderson and Mrs. B. Salt, Clerks, Grade 1, to qualify for promotion at next examination for Clerks, Grade 2. (PO-F-2256).....	5- 9-30
James M. Smith to be admitted to exam. for Letter Carrier, etc. If successful, inquiries to be made before placing name on E.L.....	6- 9-30
Mr. Daley to supervise the exams. for Letter Carrier and Mail Porter at Toronto on September 13, 1930. (39405G & 39406G).....	10- 9-30
Joseph C. Cormier to be examined by physician before being declared unsuitable for appointment as Asst. Migratory Bird Warden. (M-20112).....	12- 9-30
Miss Yvette Delorme to be continued in employment as Clerk, Grade 1, and allowed to compete at the next examination. (T&C-S-148).....	15- 9-30
Miss Rebecca Pollock and three other candidates at Stenographer, Grade 3, examination to be added to eligible list for Stenographer, Grade 2. (PW-DCE-238G)	16- 9-30
Department of Pensions and National Health to be asked to reject Hospital Orderlies, Grade 1, at Vancouver, Calgary, Winnipeg, London, Toronto and St. John, under Section 24 of the C.S. Act. (24-PH).....	17- 9-30
Request of D. P. G. that permanent employees in lower grades be allowed to compete at promotional competition for Clerk, Grade 2, approved. (39416)..	22- 9-30
Re: Training for Office Appliance Operators, Grade 2, on Powers Key Punch Machines. (39385G).....	22- 9-30
Re: Requirement of Doctor's certificate and birth certificate, etc., in connection with examinations for Graduate Nurse. (73-PH).....	23- 9-30
Time limit for receiving applications for general examinations fixed as September 25th.	25- 9-30
Mr. H. P. Wade, OAS, applicant for position of Immigration Inspector, McAdam, N.B., to be medically examined by Dept. of P&NH. (I&C-E-3102).....	4-10-30
Request of Department of Finance that a special promotional examination be held for employees who could not present themselves at previous exam. delayed until it is known whether exams. will be required. (38837G).....	9-10-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Dept. of Public Works to be asked whether it would be willing to accept Mr. Charles Aubrey, who was blacklisted for the Civil Service of Canada, before he is admitted to exam. for Stationery Engineer, Gr. 3. (OS-2883).....	14-10-30
Eligibility for re-employment in C.S. of Ernest Lombard, Regina, Sask., to be given further consideration, should he make application. (38670G).....	22-10-30
Next eight obtaining 80 per cent in test for Office Appliance Operator, Grade 2, Powers Key Punch Machine, P.O. Dept., to report to Dept. to train in order to take test. (39385G).....	22-10-30
Professor Murray MacNeill to replace Dr. Howard Murray as Civil Service Commission Supervisor at Halifax, N.S.	21-10-30
Re: Letter from the Private Secretary to the Minister of Agriculture asking that Mr. J. H. Coristine, Supervisor at Prince Albert, be replaced etc. (73-8)....	18-11-30
Officials of Examination Branch to conduct examinations for Customs Excise Clerk and Examiner, Niagara Frontier, on account of the large number of candidates. (39465G).	21-11-30
Re: Confirmation of the appointment of Professor Murray MacNeill as Supervising Examiner at Halifax.....	14-11-30
Mr. W. A. Fanning, Clerk, Grade 1. Department of National Defence, to be regarded as eligible for temporary employment in that Dept. but the ruling on his physical fitness to stand. (NR-R-3001).....	27-11-30
V. A. G. Davies of Montreal to furnish a medical certificate regarding an improved condition before being considered for further employment. (PW-CA3-487)..	28-11-30
Examination for Clerk, Gr. 2, to be held in the near future. (73-PO-(DUP.2))..	28-11-30
Request of H. L. Trehearne, Princetown, B.C., that the marks obtained at oral examination for Customs Excise Examiner be used in competition for Letter Carrier approved.	3-12-30
Miss M. E. Johannes, Steno. Gr. 2, for temporary employment only.....	5-12-30
Shorthand paper prepared by Supervisor at Victoria accepted.....	5-12-30
Protest of Mr. Tabor. (39427G-(Vol.3)).....	5-12-30
Ernest F. Lombard to present his case and the Presiding Examiner to be consulted as to whether the candidates were allowed to leave the room. (M-17404) (38670G).	13-12-30
W. S. Laycock of Port Burwell, Ont., considered a bona fide resident of that place. (C-49E-3).	16-12-30
Letter from General Secretary of the Canadian Legion regarding the method of appointment for the Pension Appeal Court and Tribunal and War Veteran's Allowance Committee was referred to Deputy Minister of Pensions, etc., and comments requested from each. (5-PH).....	13-12-30
Official of the Examination Branch to be present at Examination for Postal Clerk, Montreal. (39471G).....	17-12-30
Report of the Examination Branch on examination for Office Appliance Operator, Gr. 2, (Addressograph and Graphotype), Dept. of P. & NH. approved, etc., only candidates with sufficient knowledge of machines to be admitted to test. (PH-PA-251).	10-12-30
Re: Request of the Amputations' Association of the Great War, that special examinations be held for post office positions. (73-PO).....	11-12-30
Request of the Dept. of P & NH. that examinations be held for temporary employees on loan to British Ministry of Pensions for appointment to positions of Clerk, Gr. 2 and Gr. 3, in the Dept. of P&NH disallowed. (65-SCR-1P).	12-12-30
Candidates at next general examinations for Stenographer in Ottawa, to be examined in all subjects except typewriting and only successful candidates to be given test in typewriting at a later date in relays of 10 and 15. (39427G-(Vol.2)).	19-12-30
Mr. Antonin Gagne, Montreal, to be asked for an explanation as to how Mr. Hormidas Hebert came into possession of letter notifying him to report for duty, etc. (M-556).	20-12-30
Charles Camille Fortin eliminated from competition for Inspector of Weights and Measures, Department of Trade and Commerce, on account of age. (39489G)	26-12-30
Application of Absolon Poulin for Inspector of Weights and Measures rejected on account of age.....	29-12-30
Mr. Lombard's exam. for Postal Helper, Regina, allowed. (M-17404).....	7- 1-31
A. Berthiaume, Clk. Gr. 2, Dept. of Justice, to be given special examination as Postal Clerk if recommended for transfer. (J-A-3000).....	7- 1-31
Unsuccessful stenographers at examinations for Grade 2, to be listed as Typists, Gr. 2, on payment of an additional \$2. (39427G) (Vol. 3).....	7- 1-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Commission to prepare a qualifying examination, open to all permanent employees of the Department of Finance in connection with reclassification of thirteen positions. (38837G-(Vol. 1)).....	9- 1-31
James W. Jones to be disqualified for Bridgemaster, not being a British subject. (R&C-WSO-321)	13- 1-31
<i>Re:</i> Alleged frauds in connection with Postal Examinations at Montreal.....	19- 1-31
John Lawson Gerow, applicant for Inspector of Foods and Drugs, to furnish further information <i>re:</i> conviction. (H-F-53)	21- 1-31
<i>Re:</i> claim of Everett Mackie for disability preference. (ND-CE-245)	25- 1-31
French Postal Examination papers for January 3rd to be valued jointly by J. R. A. Baril and J. W. Bourbonnais. (73-PO).....	28- 1-31
<i>Re:</i> Procedure to be followed in examining examination papers for postal positions. (73-PO)	29- 1-31
A revised edition of Sample Examination Papers to be printed.....	29- 1-31
<i>Re:</i> Resolution that the Government retain the preference in appointment for British subjects who were domiciled in Canada prior to August, 1914, and who served on an active front in the Great War. (5-2).....	5- 2-31
Sidney Stanley Leighton to be referred to Department of National Revenue for information as to his unsuitability for employment. (OS-10768).....	9- 2-31
Mr. Lombard to be given oral examination at Regina. (38670G)	7- 2-31
<i>Re:</i> Procedure followed in examining examination papers for postal positions previously approved to be changed. (73-PO).....	23- 2-31
<i>Re:</i> Examination procedure. (SUB. 73-(DUP)	23- 2-31
British subjects who have resided in Canada for at least three years although not for the three years preceding the examination, considered eligible for admission to examinations. (T&C-EB-2G-(Vol. 2).....	23- 2-31
The commissioners decided that there is no objection to furnishing business colleges with advertisements of examinations but that the Commission cannot furnish lists of persons inquiring about examinations or lists of candidates who have made application for examination. (SUB. 69-Vol. 3).....	24- 2-31
Ruling to be obtained from the Department of Justice as to whether persons who have been resident outside of Canada for the last few years are eligible to take part in competition for Chief, Commercial Division, Canadian Exhibition Commission, Great Britain. (T&C-EB-2G-(Vol. 2).....	24- 2-31
Names of Joseph A. Beauvais to be placed on the eligible list for Postal Helper, Montreal, and Mr. Beauvais to be assigned when his name is reached and to pay examination fee after appointment owing to his straitened circumstances. (M-22265)	25- 2-31
<i>Re:</i> Mr. Robert Mulvenna's admission to examination for Census Clerk and Clerk, Grade 2. (M-5797)	4- 3-31
Civilian candidates for part-time work for Letter Carrier and Mail Porter positions to be listed in order of their written examination standing, without recourse to oral examination. (39406G)	4- 3-31
Commissioners decided that the Commission's Representative should be present at all examinations. (SUB-73(Vol. 2) also (PW-CA3-419)	9- 3-31
No action to be taken on Mr. J. E. Morse's letter for payment for services on Board of Examiners, etc. (36851-3ONS)	14- 3-31
<i>Re:</i> Examination of Miss A. E. Johnston, Vancouver, Mr. Beach to be advised that before allowing a candidate to write examination after the date set, authority should be obtained from the Commission. (T&C-S3231G).....	20- 1-31
The Collegiate Bd. to be advised regarding reservation of classrooms on a whole day allowed for Census Examination. Saturday, April 18th, etc. (37263G-(Vol. 3)	21- 3-31
An official of the Examination Branch to hold the examination for Hospital Orderly at Montreal in place of Professor Reilly who is unable to attend. (39115G)	4- 4-31
Further particulars to be obtained about Dr. Cecil John Sparrow OAS, before admitting him to examination for Medical Officer, Grade 3. P.T. (OS-24105). <i>Re:</i> Request of Mr. B. F. Smith, M.P., that Mr. Fred Hillman be given rating on previous examination disallowed. (C-12C-54)	8- 4-31
Supervisor at examination for Customs Excise Examiner, L.S. Outport, to be advised that he should not change the time-table without consulting the Commission if we have occasion to use his services again. (C-1H-59)	10- 4-31
Teachers in various schools where examination for Census are to be conducted to be asked to act as Supervising Examiners at examinations. (37263-(Vol. 3)	15- 4-31
Request of Mr. G. J. Smith, Queen's University, Kingston, that arrangement be made to hold examinations for Census at Kingston on Saturday afternoon and evening instead of morning and afternoon disallowed.....	16- 4-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
List of twenty-seven successful candidates at promotional examination for Clerk, Grade 2, Department of Finance, approved. (38837G-(Vol. 1)).....	20- 4-31
Mrs. J. C. Singer, Toronto, to be informed that she must give the necessary information on the statutory declaration form if she wishes a decision made in her case, etc.....	20- 4-31
Revised report on written examination for Mail Porters at Montreal accepted and a new oral examination to be held. (39221G-(DUP)).....	21- 4-31
Report containing fifty successful candidates for Clerk, Grade 2, Post Office Department, approved. (39416G).....	21- 4-31
Mr. S. J. Daley to be made responsible for the computation of ratings in oral and promotional examinations. (73-1-(DUP)).....	22- 4-31
Interior employees who made application for Census Examination to have fees refunded and Order in Council to be passed to legalize this action. (37263G-(Vol. 3)).....	24- 4-31
Information to be obtained regarding Mr. Sidney Melville's dismissal from New Westminster Penitentiary before admitting him to examination for Immigration Inspector, Pacific Highway, B.C. (OS-27190).....	29- 4-31
Each Civil Service Examiner to be provided with individual locked equipment for the safeguarding of examination papers. (SUB. 47).....	29- 4-31
No further action to be taken in connection with the impersonation of Messrs. Bissonnette, Lalonde, Brunet and Blanchard at examinations for Postal Helper, Montreal. (PO-C24-3168).....	30- 4-31
Written examination to be eliminated in positions of Caretaker.....	8- 5-31
Information to be obtained regarding character and habits of Mr. Armand Tetrault of Lacolle, P.Q., etc.....	8- 5-31
Part time Postal Helpers who have not refused full time employment to retain their eligibility as part time Postal Helpers only, when the list has lapsed. (24-PO).....	14- 5-31
Mr. Donald McKinnon not entitled to OAS preference.....	14- 5-31
<i>Re:</i> James B. Bruce, a successful candidate for Bridgeman with 100% dis. pension	19- 5-31
<i>Re:</i> Eligibility of E. A. Finlayson for admission to examination for Senior Live Stock Promoter.....	19- 5-31
<i>Re:</i> Eligibility of Frederick G. Shepheard for permanent appointment as Stationary Engineer (Heating), Grade 1. (PW-CA2-448).....	29- 5-31
A machine for perforating candidates' papers to be purchased.....	10- 6-31
Declaration made under oath before a clergyman not to be accepted unless the clergyman is qualified to administer an oath.....	12- 6-31
The Supervisor at Ste. Marie, Ont., not to be changed at the instance of an anonymous correspondent. (39569-4G).....	16- 6-31
Examination for Letter Carrier and Mail Porter to be held at Levis, P.Q., as soon as possible and present list to be cancelled when new list established, etc. (24-1-JLB).....	16- 6-31
H. R. Fraser to act as Supervisor at Halifax, N.S., during absence of Professor MacNeill.....	17- 6-31
Miss Victoria Rae considered to have satisfactorily established condition of her health for position of Graduate Nurse, Colonel Belcher Hospital, Calgary. (39209G).....	22- 6-31
Antoine Gratton, Montreal, not considered successful in competition for Mail Porter in view of his height. (PO-C24-3340).....	22- 6-31
Affidavit of Joseph Clermont that he enlisted under the name of Joseph Gaumont and Mr. Clermont declared eligible for appointment as Letter Carrier at Montreal. (PO-C24-3076).....	8- 7-31
Abbe Labrosse, Montreal, to visit Quebec with a view to recommending a new Supervisor.....	9- 7-31
<i>Re:</i> Returned soldier preference in case of Gordon Couper Grant. The Department of Justice to be asked whether this preference may be granted. (OS-5045).....	21- 7-31
Department of Justice to be asked whether the returned soldier preference may be extended to Robert King who served under the Volunteer Act 1916 for Home Defence.....	21- 7-31
Commissioners' ruling that the Chief Examiner review 5% of all examination papers dispensed with in connection with examination for Poultry Inspector. (SUB. 73-(DUP)).....	23- 7-31
<i>Re:</i> Procedure to be followed in connection with sealing of envelopes at examinations. (73-8).....	27- 7-31
Mr. Rene Baulne to be rejected if he is not fit to perform the duties of Postal Helper. (M-23640).....	28- 7-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
A rating to be given on the additional experience of K. F. Noble of Vancouver in connection with the examination for Junior Trade Commissioner.....	31- 7-31
The Chief Examiner not to be required to rate certain papers in the Examination for Egg Inspector. (Sub.-73-(DUP)).....	31- 7-31
Mr. Daley to be held responsible for the handling of all answer papers received in the Commission office, and in his absence this responsibility to be assumed by Miss Munro. (SUB-73-(DUP)).....	5- 8-21
Mr. A. F. Patton, Edmonton, exempt from examination fee for Post Office examinations. (M-19945).....	12- 8-31
Re: Whether Mr. L. Ronald Dion of Levis, P.Q., employed on the Census Staff can be allowed to write the examination at Ottawa for Letter Carrier at Levis. (T&C-S-2148).....	12- 8-31
Request of Mr. Spencer, Railway Commission, for the number of candidates who qualified for Inspector of Railroad Safety Appliances at Toronto disallowed. (RCB-A-123)	22- 8-31
John Birnie McDougall's request that he be given an oral examination for Inspector of Railroad Safety Appliances (Cars), disallowed. (M-19188)....	12- 9-31
Albert E. Miller eligible for employment in any class of position for which he may qualify. (OS-29820)	16- 9-31
Re: Dismissal of Mr. Ernest Thibault from position of Lightkeeper at Bicquette Island. (OS-29855)	22- 9-31
Department of Justice asked to take down posters advertising positions of Prison Guard, etc. (3763G (Vol. 3) St. V. deP.....	30- 9-31
Present procedure of having a written examination for Immigration Inspector to stand written examination 5, oral examination 5. (M-25780-and-73-I&C).	2-10-31
Gordon Couper Grant entitled to military preference. (OS-5045).....	5-10-31
Preparation of papers and rating of same for examination for Paymaster Cadetship, National Defence, authorized. (37213G).....	9-10-31
Father Labrosse's attention to be drawn to paragraph in "Instruction to Supervisor" (I&C-E-318G)	15-10-31
Mr. Maurice Belanger, Assistant Trade Commissioner at Paris, France, to be asked for an explanation of statements contained in his application form, etc. (T&C-CI-155)	27-10-31
Miss H. M. Stack considered qualified for permanent appointment as Clerk, Grade 2, if she passes in the subject of Arithmetic. (R&C-WO-10).....	2-11-31
Re: Proposition of the Federated Association of Letter Carriers, Toronto, to be submitted to the Post Office Department. (38-PO).....	3-11-31
All applicants for lower grade positions to be admitted to examination in accordance with the published notice, the candidates to be called for examination in the following order—returned soldiers with disability; 2, returned soldiers; 3, civilian. (SUB 73-(Vol. 2)	3-11-31
Request of Miss Bessie McGown to take examination for Laboratory Assistant in Chicago disallowed. (AGR-E-3311)	10-11-31
Revised marks awarded to candidates in Letter Carrier examination held at Montreal in July, 1930, approved by Commissioners, etc.....	10-11-31
Charles Drew and W. B. Mitchell to be given another qualifying examination at a later date for appointment as Postal Clerk, Sudbury, Ont., under Sec. 23 of the Civil Service Act. (5-PO-C59)	3-12-31
Mr. Nathaniel Laurie Shaw to be given consideration should be re-apply for employment in the Civil Service. (OS-30457)	11-12-31
J. B. Richard to be given second part of examination for Clerk, Grade 2, (Bilingual) St. V. de Paul Penitentiary and, if successful, to be given a supplementary written examination. (J-P-109).....	12-12-31
Oral examination of candidates mentioned in Mr. Daley's memorandum and Mr. Gosselin's memorandum to be proceeded with. Finger prints to be taken at this examination for Letter Carrier and Mail Porter. (39327-(DUP) (Vol. 2)	23-12-31
Examination scheme to be written examination, wt. 6, and oral examination, wt. 4, in all future examinations for the classes, Customs Excise Examiner, Customs Excise Clerk, Customs Excise Enforcement Officer, Sub-collector of Customs and Excise and Immigration Inspector. (C-26A-5) and (73-NR-(DUP)	13- 1-32
Examination posters to include a paragraph showing the examination subject and weight and percentage required of successful candidates. (SUB. 2)....	2- 2-32
Noel Pickering to be listed as Stenographer, Grade 3, for other Departments than that of Immigration and Colonization. (39576G).....	5- 2-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Lieutenant C. H. E. Askwith entitled to the same treatment as the party of soldiers he conducted overseas in so far as the returned soldier preference is concerned. (PH-POT-3004)	19- 2-32
In connection with the re-marking of papers for the Mail Porters and Letter Carriers' examinations held in April and July, 1930, candidates who were reported as unqualified in the second oral examination to remain ineligible and no further action to be taken in the case of those candidates who did not report for second oral examination, (except where supplementary orals have been or may be arranged). The remaining candidates on the list submitted by the Examination Branch declared successful. (24-PO-(DUP).	2- 3-32
Complaint of Senator Griesbach <i>re</i> ,—W. A. Irwin, Legion Representative at Edmonton. (OS-7049)	7- 3-32
Candidates who served in the Mercantile Marine during the War not entitled to the OAS preference. (5-2)	7- 3-32
Mr. Denis Robert Lahiff to be given another opportunity to compete for a position in the Civil Service other than Postal Clerk, etc. (OS-29825).....	7- 3-32
Leslie R. McKenna not considered eligible for appointment as Photographer under P.C.214/1130, etc. (INT-ND-180)	9- 3-32
Post Office Department to be asked whether it would be willing to give Mr. Frank Shea, who was released following the Postal Strike in 1925, another trial should he qualify. (OS-4150).....	17- 3-32
New draft application form approved. (SUB. 47-(Vol. 2)	16- 3-32
No further action to be taken towards establishing the eligibility of Messrs. Lacey, Linton, Bunton and McAllan as Hatchery Assistants because they would not stand above the three candidates whose names appear on the eligible list. (FS-FH-3G)	18- 3-32
Review of 5 per cent of the papers in the examination for Poultry Inspector to be dispensed with. (37733-3G).....	29- 3-32
Destruction of admission orders, etc. (SUB-73-(Vol.2).....	31- 3-32
Attention of Department of Public Works to be called to unsatisfactory ratings. (PW-CA3-5).	1- 4-32
Examination papers not to be destroyed until after the Parliamentary Committee has completed its work. (SUB.73-(Vol.2).....	12- 4-32
No candidate to be allowed to write on an examination for which a fee is charged unless his fee has been received in this office by the date of examination. Any candidate admitted in error to have his examination cancelled. (73-3)..	3- 5-32
Mr. Maxim Korneychuck to be examined with B. men for positions of Cleaner and Helper, should additional eligibles be required and, if successful, given the standing to which he is entitled. (M-16286).....	3- 5-32
Mr. J. W. Bourbonnais to visit Acton Vale, in connection with the appointment of a Postmaster, when the Canadian Legion Representative is available to accompany him. (36693).	3- 5-32
Communication sent H. Clarke requesting the payment of a certain fee to pass him on examination which he tried two years ago. (M-28476).....	23- 5-32
The District Superintendent for St. Adelphe de Champlain, P.Q., to be told that, in allowing temporary experience in an acting capacity to influence his ratings is contrary to instructions. (35746).	23- 5-32
Department of Pensions and National Health to be asked to have men who appear to be entitled to disability preference in competitions for Caretaker, part time, Montreal, medically examined now instead of after the eligible list is established. (PW-CA3-460).....	31- 5-32
Suggestion of the Head of the French Clerical Section that the signatures of all appointees be obtained in the presence of the employees' immediate chief, in order to prevent impersonation and remarks of Chief Examiner that further steps to prevent fraud in connection with examinations are under consideration. (Sub.67).	8- 6-32
No action to be taken to fill position of Postmaster, Ste. Anne de la Parade, P.Q., until report on revenue for the year is received, in view of the closeness of the revenue for the preceding fiscal year to \$3,000. (32901).....	14- 6-32
Answer papers in the competitions covered by Examination Branch's memo of the 1st April, 1932, to be destroyed with the exception of the papers relating to the Montreal Examinations. (SUB.73-Vol.2).....	20- 6-32
Papers for Postal Exams. at Toronto, Hamilton and Windsor to be retained as well as those for Montreal.....	21- 6-32
John J. Cummings entitled to OAS preference. (M-27479).....	12- 7-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Owing to the fact that Mr. J. T. I. Cyr was given the examination for Immigration Inspector at St. Leonard, N.B., after the other candidates, Mr. Cyr not to report for duty until a statutory declaration has been received from him to the effect that he had not received any advance information as to the nature of the questions asked, etc. (I&C-E-195).....	29- 7-32
The five returned soldiers who passed the examination for the position of Caretaker at Port Colborne to be asked whether they would be willing to forego temporary employment in favour of Mrs. Godfrey, the temporary incumbent of the position. (OS-33920).....	18- 8-32
Department of Indian Affairs to be asked to forward applications received for the position of Physician (part time), Okanagan Indian Agency, B.C., in order that the proper action may be taken notwithstanding the Department's statement that it does not now desire to have the competition proceeded with but to carry on the service under the call system. (IA-IA9-152).....	6- 9-32
Where no accommodation is available in the Post Office for the holding of an assembled written test in examinations for Postmasters, the test to be given individually to the candidates as they appear for examination, no question papers being distributed to the candidates. (5-PO-PM).....	14- 9-32
Request of Mr. A. J. Raven to be considered on a par with other candidates in any competition notwithstanding his dismissal from the Collin's Bay Penitentiary, granted in view of the satisfactory services rendered by him since his dismissal. (OS-28057).....	10-11-32
Request of Messrs. Grosch and Bell, Chatham, Ont., that authority be granted to permit of the examination of Charles Morrison, OAS, at the local jail where he is confined, disallowed. (C-7E-6).....	28-11-32
Department to be notified that the case of Miss C. G. Dupuis, Postmistress at Coaticook, P.Q., will be reported to the Auditor General if they do not answer our inquiry regarding whether bilingual qualifications are required for this position.	30-11-32
The practice of holding weekly temporary tests for Stenographer, Grade 2, to be resumed as soon as the present lists are so nearly exhausted as to justify the holding of same. (36879G-(Vol.2).....	9-12-32
Mr. Morgan's memorandum with reference to examinations for Hatchery Assistants, Department of Fisheries, approved. (73-FS).....	24-12-32
Papers in connection with the examination for Stenographer at Montreal to be rated by Mr. Charles A. Latour, B.A., and Rev. Rene Lamoureux, B.A., and by our examiners. (PO-C24-3400).....	9- 1-33
Before appointment is made to position BPC-Va-13G, Pension Medical Examiner, Grade 1, the Department to be asked what is its objection to the creation of an eligible list.....	5- 1-33
Mr. G. McLaughlin to be permitted to write the morning paper on the evening of the same day as the examination, subject to his furnishing the usual declaration of inability to be present. (T&C-CI-53G-(Vol.9).....	30 1-33
Mr. B. E. Nault to be given a written examination in Montreal for Lay Inspector, Winnipeg, but oral to be held at Winnipeg. (M-30298).....	24- 2-33
Further consideration to be given to case of James A. McKinnon if he should apply for re-employment in the Service. (OS-36286).....	27- 3-33
X. not considered eligible for employment as Plant Disease Investigator, Province of P.E.I., unless he furnishes evidence regarding his sobriety. (OS-23228).....	22- 4-33
Dr. F. M. Gray to be notified that the Dept. is unwilling to re-employ him as Veterinary Inspector even if successful at examination. (M-31882).....	31- 7-33
Fee charged for written examination after preliminary rating, in competition for Poultry Inspector, Part Time, and papers rated by Board at point of examination with a view to immediate employment of successful candidates. (37733G-(Man.).....	5- 9-33
Sessional stenographers to be required to pass qualifying test of same grade as Stenographer, Gr. 2, age limit to be waived; test to qualify only for short term temporary employment. (SUB.24).....	18- 9-33
Suggested changes with regard to examinations for Lightkeeper. (5-MA-CL) See also November 7th.....	1-11-33
Case of J. A. L. Farrell, who was dismissed from a position of Senior Laboratory Assistant, Dept. of P&NH, owing to misconduct, to be investigated, etc., should he again apply for employment. (IA-A-106).....	2-11-33
Surplus supply of posters and paper for Third Secretary to be sent to External Affairs. (39881G).....	14-11-33
Case of A. J. Smith, formerly employed as Sr. Customs Excise Examiner, Douglas, B.C., to be further investigated should he apply for re-employment in the Civil Service. (OS-40861).....	15-11-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
The examination fee in connection with the examination for Stenographer, Grade 1, Brantford, Ont., to be dispensed with. (IA-IA5-276).....	11-12-33
Reversion to former system of holding examination for Postal Helper class which would also qualify for promotion to Mail Porter, Letter Carrier and Postal Clerk. In case of latter class, candidates for promotion required to possess matriculation standing or equivalent. (73-PO).....	26-12-33
List of candidates for Veterinary Inspector refused to Veterinary Association of Saskatchewan. List of successful candidates supplied. (M-32765).....	6- 1-34
Dept. of Finance to be advised that the Commission is in a position to furnish clerical and stenographic help on short notice in most of the larger centres. (F-ARG-3020).....	6- 1-34
In future competitions for Lightkeeper, the marks allotted by the original examiner for the written test to be accepted as final. (MA-CL-211).....	26- 1-34
Temporary tests in shorthand and typing to be held every two weeks. No sessional stenographer to be assigned without qualifying at such test. (37303G-Vol. 9).....	30- 1-34
List of successful candidates and marks, Stenographer, Gr. 1, 1929, to be given the Principal, Fairview High School of Commerce, Vancouver, B.C. (69-5)....	13- 3-34
Weights for Lightkeeper competitions: Written Exam. 4; Oral 6. (MA-CL-211)	21- 3-34
Stenographers who fail at temporary tests to be debarred from writing again for a period of one month from date when their marks were forwarded to them. (37303—Vol. 11)	25- 4-34
Applications of Mr. Robert Hutchison for positions of Cleaner and Helper and Elevator Operator to be cancelled owing to Mr. Hutchison's physical disability. (M-33460)	2- 5-34
Temporary stenographic tests to be held monthly. Unsuccessful candidates not to be admitted to two successive exams. (24-1-RMW).....	10- 5-34
Examination in fish culture postponed beyond usual "year's employment" until examiner is available. (FS-FH-3006).....	30- 5-34
Application of Arthur A. Hinton, OAS, for position of Office Boy not accepted on account of age and the duties and low salary attached to the position. (M-33697)	30- 5-34
Mr. Fred Lewis to be advised if he applies for re-employment of the conditions attached to his being considered, owing to his dismissal from another position. (OS-41767)	30- 5-34
Mr. J. L. G. Giroux, who was dismissed from a position of Sr. Customs Ex. Examiner, to be informed, if he applies for re-employment that he will not be acceptable in Dept. of N.R. and I&C, etc. (OS-41951).....	30- 5-34
J. W. Desrochers, who was dismissed from position in Agriculture Dept., to be advised that the Dept. was not satisfied with him, etc. (OS-41933).....	30- 5-34
No rating on education and experience in examinations for Stock Car Inspector if local Examining Board is nominated. (73-AGR).....	25- 6-34
Application of M. Richards for Egg Inspector cancelled, for attempting to bribe officers of the Commission, etc.	12- 7-34
New Examination Program for Egg Inspector. (73-AGR).....	24- 7-34
Candidate not to be held responsible for accident to scales during Egg Inspector Examination. (AGR-LS-3180)	4- 9-34
Clerks in other branches of Commission to be utilized as First Examiner on routine papers during rush of work. (SUB-31-(Vol. 2).....	13- 9-34
Report of Examining Board of Chemists on qualifications of M. M. Hale, Assistant Chemist, Customs Excise Laboratory, to be forwarded to Department. (NR-H-524)	24- 9-34
Claim for travelling expenses from candidates for position of Professor in Physics and Chemistry, R.M.C., disallowed. (M-34015).....	25- 9-34
Miss Jessie Donnelly, resident of Toronto, to be examined in Calgary for employment in Ontario. (M-34762)	9-10-34
H. L. Smith to be appointed Supervisor at Victoria replacing I. Dilworth.....	16-19-34
House of Commons and Senate bilingual stenographers to be required to take usual test for temporary employment.....	22-10-34
Father Charles Beaudin, Director, Mont St. Louis College, Montreal, selected to replace Father Labrosse as French Supervisor in Montreal. (73-8)....	1-11-34
Father Gustave Richard appointed Supervisor at Quebec & Father Hector Filion at Ste. Anne de la Pocatiere. (73-8).....	27-11-34
Mr. William May, a candidate for position of Stock Car Inspector, Strathcona, Alta., who was considered physically unfit, to be asked to furnish satisfactory medical report if he wishes to be further considered. (AGR-HA-538G).	7-11-34
Frank Flintoff found physically unfit for position of Stock Car Inspector, Strathcona, Alta. (AGR-HA-538G).....	7-11-34

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Written papers of candidates for Steamship Inspector to be returned to Marine Department. (MA-SI-57G)	6-12-34
Candidate to be furnished with his own rating, but not with list and rating of other candidates or list of qualifications of successful candidates. (36851-34NS)	18-12-34
Case of Kenneth Myron to be further investigated should he apply for re-employment in C.S. (OS-42581)	15- 1-35
Temporary test for Stenographer, Grade 1, to be held for three employees of R.C.M.P. (73-RCMP)	20- 2-35
Candidates at C.S. Exams. to provide their own pens.	11- 2-35
W. F. Wilson not to be considered ineligible to enter competitions on account of his former record while in the employ of the Dominion Live Stock Branch. (OS-1186)	4- 2-35
Next temporary test for Stenographer, Gr. 2, postponed for one or two months. A test to be given immediately should eligibles be required in the meantime. (37303G DUP. Vol. 14)	8- 3-35
An examination fee to be exacted only in the case of comparatively junior positions where it is expected that a large number of candidates will apply, the fee to be one dollar instead of the customary fee of two dollars. (73-3).	8- 3-35
Names of candidates, final ratings and statement of educational qualifications furnished M.P. on request.	29- 3-35
Case of Lucien Gauvreau to be further considered should he apply for employment. Mr. Gauvreau was dismissed from a position under the Dept. of N.R. Act. (OS-43212)	18- 3-35
J. A. Bluteau, dismissed Lock Motorman, to be asked for explanation of his conduct should he apply to enter competitions for re-employment. (OS-43501)	4- 5-35
Examination program for Laboratory Assistant. (73-AGR)	10- 5-35
List of Supervisors for Stenographer, Gr. 1, exam.	17- 7-35
Examination papers not to be destroyed until after next session of Parliament (31-8) (Board Decision)	20- 9-35
List of substitute Examiners for certain centres.	25-10-35
Chief Examiner to discuss tests with Dept. of Psychology, McGill University. (SUB. 73 (Vol. 3)	15-10-35
G. O. Wade, Interior lay-off, Moose Jaw, who established residential qualifications at Regina, to elect centre in which he desires appt. (OS-26732)	30-11-35
Translation of exam. papers to be done in one of the Examiners' rooms, not in general office. (SUB. 73-(DUP)	5-12-35
Shorthand for French Candidates to be dictated by a French Translator, Dictator of Sudbury or North Bay to be procured from College du Sacre Coeur at Sudbury	3- 2-36
Suggestion that direction and control of examinations be under District Directors of Postal Service. (SUB. 73-(DUP. 6)	5- 5-36
Fee waived for candidates on relief, subject to documentary proof, if successful.	13- 5-36
List of Supervising Examiners for various incidental centres approved.	27- 6-36
Two candidates for Customs Excise Clerk at Toronto taking part in Vimy Pilgrimage allowed to take written exam. on board ship.	15- 7-36
Office Appliance Operators to be first appointed as Clerk, Gr. 1. Line of promotion to be to Office Appliance Operator, Gr. 2, and promotional standing to be determined by ratings on seniority and efficiency and fitness rating based upon actual performance for three months prior to promotional competition. (40421G)	27- 7-36
Assignments to be made from Postal Helper list to temporary positions of Postal Clerk, Mail Porter and Letter Carrier, and also to permanent positions which cannot be filled by promotion. (73-PO)	28- 7-36
Mr. X, OAS, to be informed that owing to unsatisfactory record when previously employed he is not considered a satisfactory person for re-employment. (OS-36705)	20- 5-36
A. M. Chomyn refunded the fee paid for Census Clerk exam. on account of meeting with an accident on way to exam. (m-42598)	26- 6-36
Inquiry to be conducted into the case of C. E. Hetu, Montreal, who was admitted to exam. in error, being under age. (C-10D-556)	30- 6-36
Application of T. J. M. Robillard not to be accepted for promotional competition of Clerk, Gr. 3, Money Order Division, as Mr. Robillard is not a member of the Financial Branch. (PO-ES-93)	7- 7-36
Request of Post Office Dept. that special delivery messengers be allowed to qualify by examination for entry to Service. (5-PO-(DUP. 2)	20- 8-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Con.*

	Date of Minute
Preliminary advisory board to consider applications for Steamship Inspector and Commission to be represented at oral examination. (MA-SI-41).....	9- 9-36
Sec. 36 of Regulations to be amended to provide for admission to Exams. of married women judicially separated from their husbands. (M-38563).....	12-11-36
Medical assistance to be secured in connection with post office examination at Toronto	17-11-36
Suggestion that marked papers be returned to candidates disallowed.....	7-12-36
<i>Re:</i> use of stenotype machines for Shorthand test. (SUB.73-DUP.8).....	7-12-36
Participation in civic elections as Social Credit candidate not considered a barrier to appt. (See case of C. W. Travers OS-47226).....	8-12-36
Outside teachers employed for marking Letter Carrier papers and other work. (SUB.73-(DUP.10)	4- 1-37
Frederick McDonald, a candidate with a common law wife, admitted to exams. but wife not regarded as legal dependent. (PW-CA2-149).....	27- 1-37
Mark of first examiner accepted in cases where candidate receives under 50 per cent. (SUB.73-(Dup. 10).....	11- 2-37
List of Examiners for various centres.....	19- 2-37
Names of persons who have been dismissed to be noted for inquiry in case they apply for re-employment. (Case of C. J. Williton.—OS-27823).....	27- 2-37
Mr. Baillarge, Director of the Technical School appointed as Commission's Supervisor at Three Rivers. (40043-C48G).....	10- 4-37
Educational institutions which provide examination halls to be allowed a reasonable rental. (73-8).....	16- 4-37
Old eligible lists for Fruit and Veg. Insp. Gr. 1, N.s. to be grouped according to counties instead of districts, and candidates on old lists to take precedence over new. Where there are no eligibles in immediate locality, Commission to confirm Department's statement as to nearest resident before making appointment. (36851-36-NS-(Vol. 2).....	19- 4-37
Suggestion of one exam. only for entrance to all clerical stenographic and office appliance operator grades; future advancement to be dependant upon an examination on duties of office. (PO-F-2267).....	21- 4-37
Sessional stenographers who have not already qualified to be given a temporary test at grade 2 rates. (36879G-(Vol.3).....	3- 5-37
Stenographers listed as "G" at temporary tests to have their rank changed without further examination, upon acquiring a year's experience. (J-A-48T).....	4- 5-37
Procedure laid down for temporary tests for bilingual stenographers. Age limits 18 to 35 except for sessional stenographers; those with less than one year's experience to go to bottom of list; 40 per cent required in minor subject. (SUB.24-(DUP.2)	21- 5-37
List of Supervisors approved.....	2- 6-37
Minute of May 21 amended to admit all candidates over thirty-five years of age to temporary tests.....	17- 6-37
Receipts for fees to be mailed from Miss Balmer's office. No applications without fees to be accepted after exam. supplies are ready to go out. Candidate admitted without fee to be sponsored by Commissioners or Secretary. Obsolete receipt books to be destroyed. (31-9).....	30- 7-37
Pius R. Powers, Asst. Principal of the High School, Edmundston, N.B., selected to act as Commission's bilingual representative, replacing A. Blanchard. (73-8)	31- 7-37
Commissioner for taking oaths has legal right to charge fee. (See R. Baker.-M-49929).	28- 8-37
Temporary tests to be held for out-of-town stenographers and those in Ottawa who have not yet been tested, if further eligibles are required before results of general examination are known.....	1- 9-37
Notices to candidates <i>re</i> result of exam. to state that a limited list has been established to meet needs of Dept., but that supplementary list may be established if necessary. (M-34142).....	23- 9-37
Staff of clerks with at least Senior Matriculation standing to be set up to mark examination papers. (SUB. 73-(DUP. 10).....	15-10-37
L. B. Currie, Supervisor at Amherst, replaced by Mr. W. C. Romme during his absence in London. (73-8).....	15-10-37
Appointment of J. G. Bennett as Supervisor at Charlottetown. (73-8).....	20-11-37
In all competitions for a class lower than Principal Clerk, Exam. Br. to report on practicality of a written test. (41150-1G).....	25-11-37
Doubtful case of citizenship to be investigated before candidates are admitted to exam. or, if admitted, before appt. (PW-CA3-512).....	3- 1-38
Number of teachers to be re-engaged for marking exam. papers. (SUB-73-Dup.10).	7- 1-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISCELLANEOUS—*Conc.*

	Date of Minute
Request that medical attendant of candidate in quarantine act as presiding examiner in his case disallowed. (C-36E-12G).....	21- 1-38
Examination program for Park Warden outlined. (MR-LNP-303G).....	11- 2-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—MISREPRESENTATION

Exam. of Miss Berthe Sauriol for Office Appliance Operator, Grade 2, to stand provided she gives a declaration to the effect that she did not wilfully misrepresent her age. (PO-F-1555).....	12- 5-30
In future, in all cases of misrepresentation of age at exams. the candidates to be blacklisted for one year from date in Minutes. (SUB. 73-(Vol. 2)....	3- 7-30
Miss Gertrude Robinson to explain regarding misrepresentation of age. (M-23078)	20- 2-31
Mr. Oswald George Jones, New Westminster, B.C., who misrepresented his length of residence in Canada when applying for Census Clerk, Grade 1, allowed to remain in his position until end of calendar year. (T&C-S-2320)	13-10-31
C. S. Clark, blacklist to be lifted. (See Minutes of June 12, 1928).....	6- 3-31
Miss Gertrude Robinson, who misrepresented her age at exam. for Steno., Grade 2. Miss Robinson's explanation was considered and it was decided that her name should be placed in order of merit below fully qualified candidates. (M-23078)	30- 3-31
Case of Mrs. M. A. McDonald, who misrepresented her age on appointment in 1926 to be referred to the Department of Finance, in connection with refund of retiring gratuity.....	9- 3-33
Oswald G. Jones, who made a false statement regarding his length of residence in Canada, blacklisted for one year. (T&C-S-2320).....	8- 9-31
Eligibility of R. Robitaille for Caretaker, St. Laurent, P.Q., cancelled on account of misrepresentation of war service. (OS-38177).....	18- 5-33
Mr. X. debarred from entrance to any examination for one year for misrepresentation—withholding the fact of his previous dismissal for stealing from mails, etc. (OS-38109)	23- 5-33
Claim made by Solicitor General of misrepresentation of age in case of J. A. Blais, Caretaker, St. Pascal, P.Q. (PW-CA3-388).....	15- 7-33
J. A. Blais, Caretaker, St. Pascal, P.Q. Misrepresentation of age having been established, the Department to be asked to take steps towards Mr. Blais' retirement. (PW-CA3-388)	10- 8-33
Miss Sarah Kaplan, status as married woman. (AGR-D-3023).....	1-11-33
J. Latimer, Caretaker, L.S., Arichat, N.S., employment extended despite misrepresentation of age. (PW-CA3-103).....	9- 3-34
E. G. Hellard, released from employment on account of misrepresentation of age. (IA-A-3005)	25- 5-34
A. A. Singlehurst, candidate for Postal Helper, Kitchener, released from employment and blacklisted for one year for misrepresentation regarding length of residence in Canada. (PO-C18-3000).....	1-10-34
Mr. B. Tompkins, candidate for Customs Excise Examiner, Centreville, N.B., blacklisted for one year for misrepresentation and his examination cancelled. (M-28892)	3-10-34
Mr. X. appointment as Postal Helper, Ottawa, cancelled on account of criminal record. (PO-C30-30T)	5- 7-35
Mr. R. A. Lake, candidate for Plotman, Dept. of Agr., to be asked why he concealed information in his application. (M-31389).....	22- 8-35
Blacklisting for one year for misrepresentation of age may be remitted by Commissioners if misrepresentation not done wilfully. (See case of Mr. X, OS-44198)	1-10-35
Permanent appointment notwithstanding misrepresentation of age. Miss X. (AUD-A-3301)	16- 3-36
Claim made by Julien Maheu that continued employment after his age was known entitles him to maintain eligibility. (OS-34069).....	12- 5-36
Misrepresentation of age on the part of Miss X regarded as inadvertent. (AUD-A-508)	10- 9-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE ADMITTED

Female candidates not to be admitted to Entrance Exams. for Postal Service. (33-PO-P) Not to apply to stenographic positions in Postmaster's offices...	19-12-23
---	----------

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
Temp. female employees in City Post Offices, who have not qualified for perm. appt. to be excluded from Entrance Exam. to Postal Service.....	6- 2-24
Mrs. A. T. Kloepper, Calgary, Alta.....	18-11-26
W. E. Warburton, Vancouver, B.C. (M-1271).....	3-12-26
Luke Cartledge, Winnipeg. (M-1988).....	10-12-26
Wm. Jas. Glennie, Vancouver. (M-2161).....	20-12-26
A. J. Clarke. (M-2257).....	11- 1-27
Mrs. F. G. Wiggett, Ottawa.....	5- 1-27
Capt. J. G. Spencer to exam. for Cust. Excise Ex. Woodstock. (M-2307).....	31-12-26
Arthur Cecil Swaby.....	4- 2-27
John F. Haldenby, OAS, Montreal, for Postal Helper. (M-2917).....	26- 3-27
V. P. Snider, Owen Sound.....	7- 4-27
Colin Howard Mitchell for Postal Helpers' Exam. (M-3213).....	6- 4-27
Joseph R. Ferguson, for Postal Helpers' Exam. (M-3181).....	6- 4-27
George Waterman to Immigration Inspector, Niagara Falls. (M-475).....	12- 4-27
Ernest Shaw to Postal Helpers' Exam., Toronto. (M-3139).....	12- 4-27
N. McL. McNeil, Cloverdale, B.C. to C.E. ex. Pacific Highway. (M-3374)....	20- 4-27
Jos. R. S. Ferguson, for Customs Ex. Examiner, Regina. (M-3181).....	2- 6-27
John Munro Cameron, Hull, to exam. for Cus. Ex. Exam., Ottawa. (C-32E-3004).....	29- 8-27
Walter Ronahan to exam. for Asst. Insp. of Cus. & Excise. (INT-F-668).....	31- 8-27
Thomas C. Wilson to exam. for Emigration Agent. Gr. 1. (M-4679).....	19- 9-27
M. L. Ruttle to exam. for Customs Excise Clerk, Hamilton. (M-1323).....	22- 9-27
Jos. Homer McKay to exam. for Postal Helper.....	16-11-27
Ernest W. Fairless not to be admitted. (M-5056).....	1-12-27
Fred Weston to exam. for Customs Excise Examiner, London. (M-5305).....	12-12-27
Female candidates to exams. for Clerks, Grades 1 and 2, City Post Offices. (73-PO).....	30-12-27
Ivan Dick to Exam. for Customs Excise Examiner at North Portal, Sask.....	13- 3-28
Hector MacKinnon to exam. for Customs Excise Examiner at Fort William, Ont. (OS-10373).....	23- 3-28
John O. McKell to exam. for Customs Excise Clerk and Examiner. (M-6332).....	23- 3-28
Mr. Arthur James Wilson, Victoria, B.C., for Inspector of Stores, Dept. of National Defence. (M-6683).....	4- 5-28
Mr. E. L. Whidden, for Forest Assistant.....	10- 5-28
Mr. Lazare Simoneau not to be admitted to lower grade examinations, Dept. of National Revenue, Sherbrooke, P.Q., etc. (OS-13315).....	23- 5-28
Mr. Wallace Patton, Halifax, N.S., for Immigration Guard competition.....	28- 5-28
Mr. Hormidas Hebert not to be admitted to competition for Inspector of Weights and Measures (Bilingual), Montreal. (M-556).....	31- 5-28
Mr. James McConnachie, Winnipeg, not to be admitted to examination for Deportation Officer, Dept. of I. and C. (M-7156).....	6- 6-28
Mr. L. S. Whitley, Ottawa, not to be admitted to examination for Immigration Inspector at Prescott, Ont.....	11- 6-28
Mr. Charles S. Clark's application for admission to exam. for Immig. Inspector, Rock Island, P.Q., to be rejected. (I & C-E-240).....	12- 6-28
G. W. Sugdon not to be admitted to exam. for Immi. Inspector at Vancouver, B.C. (M-7280).....	5- 7-28
Mr. Alex. Anderson for Immigration guard at Vancouver. (M-7383).....	4- 7-28
Mr. Francis Delaney, Ottawa, not to be admitted to exam. for Cleaner and Helper. (M-7417).....	14- 7-28
Mr. Arthur W. Kerslake not considered eligible for admission to exam. for Postal Helper at Vancouver. (OS-6243).....	27- 7-28
Mr. Frank Wm. Smith, Calgary, Alta., not elig. for admission to the comp. for Sub-Coll. of Customs & Excise, Osoyoos, B.C. (C-8K-4).....	23- 7-28
Mr. David Legault, not elig. for admission to the competition for Postal Helpers at Montreal. (OS-2511).....	28- 7-28
Mr. Leslie Shaw, Edmonton, not to be admitted to comp. for Caretaker, Immig. Hall, Edmonton.....	16- 8-28
Dr. Samuel Little, not elig. to compete for positions in Dept. of Agri., unless Dept. is agreeable. (OS-15029).....	5-10-28
Mr. Alex. Anderson, Vancouver, not to be admitted to exam. for Messenger, Dept. of Nat. Rev. (M-7383).....	9-10-28
James M. Harcus, Rorketon, Man., not to be admitted to comp. for Immig. Inspector, at Winnipeg, Man.....	24-10-28
Percy Herper rejected for Jr. Trade Commissioner. (M-9373).....	21-11-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
Edward Patrick Lee, Grain Weighman, Calgary.....	7-12-28
The Post Office Dept. being unwilling to accept Part Time Helpers at Toronto over 25 years of age, it was decided that returned men should not be admitted to forthcoming exam., if the Comm'n can legally reject them. (38587G).....	22- 1-29
Mrs. Jessie A. Eagle not to be admitted to exam. for Jr. Seed Analyst, Dept. of Agriculture, Saskatoon. (AGR-S-3087).....	19- 2-29
Madame Antoinette C. Trudeau not to be admitted to C.S. Exams.....	22- 2-29
Leonard B. Fulks, to comp. for Park Warden, Edmonton.....	27- 2-29
F. W. Barrett, to comp. for Postal Helper, Toronto.....	27- 2-29
Thos. A. Patterson, OAS, to comp. for Postal Helper, Toronto. (M-10296).....	2- 3-29
Mrs. John Elliott Hendry, Toronto, not eligible to compete at C.S. Exams. (M-10638).....	6- 3-29
Mrs. D. V. Horner, Winnipeg, not eligible to compete at C.S. Exams. (M-10495)	6- 3-29
Mr. George A. Blackman, Halifax, 100 per cent dis. case, not eligible for admission to C.S. Examinations.....	6- 3-29
Mr. Vivian O. Kimster, not to be admitted to exam. for C.E. Examiner for Border Cities and Niagara Frontier.....	7- 3-29
Mr. Benjamin Lounsborough not to be admitted to the examination for Customs Excise Examiner at Windsor, Ont. (OS-16030).....	9- 3-29
Sidney Davenport, not to be admitted to exam. for Immigration Inspector, at Kingston. (C-2E-22).....	15- 3-29
Charles A. Scanlon, London, Ont., not to be admitted to exam. for Customs Ex. Examiners for Border Cities, etc. (M-10769).....	27- 3-29
Andrew Mitchell, Winnipeg, not to be admitted to the exam. for Postal Helpers. Application of Mr. Henri Procter for position of Watchman to be rejected. (M-10911).....	3- 4-29
Mr. J. S. Rankin to competition for Immig. Inspec. (OS-15782).....	3- 4-29
Mr. Robt. E. Ward to comp. for Immig. Inspec. (M-10898).....	3- 4-29
Mr. Harold C. Betts to comp. for Immig. Insp. (M-10299).....	3- 4-29
Mr. Charles Killen to comp. for Immig. Insp. (M-11112).....	3- 4-29
Mr. Alfred H. Jackson to comp. for Postal Helper. (M-10885).....	3- 4-29
Mr. J. G. Mouton to exam. for Postal Helper. (M-10886).....	4- 4-29
Mr. William C. Salmon to exam. for Postal Helper. (M-10889).....	4- 4-29
Mr. George Gould to exam. for Postal Helper. (M-1424).....	4- 4-29
Mr. John R. C. Stanley to comp. for Immig. Inspector. (M-10553).....	4- 4-29
Application of Mr. Ernest C. Harris for the position of Inspector of Construction to be rejected, etc. (M-11110).....	4- 4-29
Mr. James Babcock to exam. for Postal Helper. (M-10767).....	5- 4-29
Mr. Thomas C. Andrews to comp. for Postal Helper.....	11- 4-29
Mr. Myron R. Solie to comp. for Postal Helper at Regina. (M-11465).....	12- 4-29
Application of Mr. Emile Delcorde for Postal Chauffeur to be rejected. (M-9575)	18- 4-29
Mr. T. Jackson to compete for Lay Inspector. (M-11781).....	23- 4-29
Mr. Arthur Boileau to comp. for Storekeeper. (M-11775).....	23- 4-29
Mr. Allan P. Bruder not to be admitted to comp. for Storekeeper. (OS-9134)....	24- 4-29
Mr. Arthur W. Bent not to be admitted to comp. for Lay Inspector. (M-11751)	24- 4-29
D. H. Lafreniere not to be permitted to enter other promotional or open competitive tests for one year from date of exam. for promotion to Clerk, Grade 1, Dept. of the Interior. (INT-DS-6).....	30- 4-29
William Armsworthy to comp. for Postal Helper, Halifax.....	3- 5-29
Mr. Fred Oakley not considered elig. to compete for employment as Postal Helper. (M-11918).....	10- 5-29
Mr. Henry Reid not to be admitted to comp. for Inspector of Weights and Measures at Hamilton, Ont. (M-12024).....	15- 5-29
Mr. Harry Ray Denike not to be admitted to comp. for Insp. of Weights and Measures at Hamilton, Ont. (M-11954).....	15- 5-29
Mr. Francis Edward Street not to be admitted to comp. for Watchman, Dept. of Public Works, Toronto. (M-12144).....	15- 5-29
Mr. Arthur James Wilson, applicant for position of Immig. Inspector, to be rejected.....	16- 5-29
Mr. Garnett Hogg not to be admitted to exam. for Customs Ex. Examiner at Sarnia, Ont. (M-747).....	18- 5-29
Francis Delaney not to be admitted to comp. for Watchman, Caretaker or elevator Operator. (M-7417).....	23- 5-29
John Allison, comp. C. E. Examiner, Border Ports. (M-12001).....	1- 6-29
Jas. S. Harris, comp. Postal Helper, Vancouver. (M-12301).....	6- 6-29
Mr. Jas. Miller to comp. for Watchman, Dept. of N. Defence.....	14- 6-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
John Allison, exam. for Customs Ex. Exam'r, Border Pts. (M-12001).....	19- 6-29
Mr. John Scotcher not to be admitted to the comp. for Cleaner & Helper (M-12552).....	22- 6-29
Mr. X not to be admitted to any exam. until the full period of his blacklisting has expired. (INT-DS-6).....	25- 6-29
Mr. John Taylor not to be admit. to exam. for Messenger. (M-12500).....	27- 6-29
John B. Blewett to comp. for Inspector of Weights and Measures (M-12909).....	28- 6-29
Wm. Brand, comp. for Chief of the Protective Service, H. of C. (M-12889).....	9- 7-29
Douglas Frank Townsend, for Clerk, Gr. 1 Vancouver. (M-12938).....	5- 7-29
Louis Sibour, for Postal Helper. (M-9366).....	8- 7-29
Adelard Pelletier, for Cleaner and Helper, Montreal.....	8- 7-29
Cecil B. Handley, Insp. Weights & Measures. (M-12979).....	10- 7-29
Jas. Miller, for Wharf Patrolman. (M-12996).....	10- 7-29
Frank L. Smathers, for Inspector Weights & Measures. (M-12893).....	15- 7-29
Wm. Robt. Jex, for Fire Ranger, gr. 2. (12933).....	15- 7-29
Mrs. Samuel Little (M-10778).....	15- 7-29
Donald John MacDonald, for C. E. Examiner, Glace Bay. (M-12887).....	15- 7-29
Thos. Gordon Hughes, for C. E. Clerk. (M-12981).....	15- 7-29
Mr. H. L. Winegarden to any competitions for employment in the public service, but—etc.	19- 7-29
Mr. Leslie Winter Gray not to be admitted to the comp. for Cus. Excise Clerk at Guelph, Ont. (M-13100).....	19- 7-29
Mr. John Russell Bell not to be admitted to comp. for Inspector of Weights and Measures. (M-12987).....	19- 7-29
Mr. L. P. Whaley to comp. for Insp. of Wts and Meas. (M-13122).....	29- 7-29
Mr. Raymond William Secord to comp. for Insp. of Wts. & Meas. (M-1300).....	29- 7-29
Mr. Samuel Andrews to exam. for Insp. of Wts. & Meas. (M-13110).....	29- 7-29
Mr. Adam Jos. Drowsky exam. for Insp. of Wts. & Meas. (19093).....	29- 7-29
Mr. John G. Cochrane exam. for Insp. of Wts. & Meas. (7326) etc.....	29- 7-29
Mr. Delphis Brulotte to exam. for Cus. Excise Enforcement Officer. (M-12997)..<	30- 7-29
Mr. Thomas Jas. Kline to exam. for Cus. Truckman. (M-11963).....	30- 7-29
Mr. Harry Short to comp. for Hospital Orderly, P & NH.....	31- 7-29
Mr. William Lilly to comp. for Hospital Orderly, P & NH. (M-13253).....	31- 7-29
Mr. Harry Twine to comp. for Hospital Orderly, P & NH. (13219).....	31- 7-29
Mr. Carson J. Amm to exam. for Jr. Fruit & Veg. Inspec. (M-13520).....	1- 8-29
Mr. Hugh S. Sriver to exam. for Jr. Fruit & Veg. Insp. (M-15322).....	1- 8-29
Mr. Alderic Langevin, OAS, to comp. for Elev. Operator, Dept. of P. W.....	1- 8-29
Mr. Bernard C. Taylor to comp. for Postal Helper. (M-12997).....	2- 8-29
The following not to be admitted to the comp. for Hospital Orderly: Albert D. McDougall, (M-13318), C. F. MacDonald, (M-13392), T. R. Cavanagh, (M-13336), John Barry, (M-13444), John Radcliffe, (M-13215), Daniel Burg, (M-9153), Edward Cumming, (M-13404) James McGarry, (M-13322), John R. Pacey, (M-13217).....	2- 8-29
Mr. Romeo Bordeleau not to be admitted to comp. for Elev. Operator, P. W.....	6- 8-29
Mr. Chas. A. Yeoman not to be admitted to comp. for Hospital Orderly.....	13- 8-29
Mr. P. G. Aldridge not to be admitted to exam. for Hospital Orderly. (M-13502)	14- 8-29
Mr. Frederick Robert Bennett not to be admitted to exam. for Hospital Orderly. (M-13521).....	19- 8-29
Mr. John Kilby not to be admitted to comp. for Jr. Fruit & Vegetable Inspector. (M-13551).....	20- 8-29
Mr. Malcolm Robt. McIntyre not to be admitted to comp. for C. E. Enforcement Officer, Boundary Bay, B. C. (M-13552).....	23- 8-29
Mr. Stephen Jones not to be admitted to comp. for Emig. Agent.....	27- 8-29
Mr. Geo. Herbert Gunter to comp. for P. T. Cleaner & Helper, (M-11571).....	28- 8-29
Mr. George Jennings to comp. for P. T. Cleaner & Helper. (M-13842).....	28- 8-29
Mr. Ralph Cecil Allen to comp. for P. T. Cleaner & Helper. (M-12165).....	28- 8-29
Mr. William Rowley to comp. for Elevator Operator. (M-3755).....	29- 8-29
Mr. Alfred Oldfield to comp. for Postal Helper, Toronto. (M-13310).....	30- 8-29
Mr. David Jas. Helmer to comp. for Elevator Operator. (M-13647).....	30- 8-29
Mr. Duncan Chisholm to comp. for Elevator Operator. (M-13841).....	30- 8-29
Mr. Fred Lelacheur to comp. for Hospital Orderly. (M-13708).....	30- 8-29
Mr. Ernest Olls not to be admitted to exam. for Elevator Operator. (M-13648)..<	3- 9-29
Mr. Gilbert Cawley to exam. for Hospital Orderly. (M-13568).....	7- 9-29
Mr. James McAllister to exam for Watchman. (M-13768).....	9- 9-29
Mr. Gordon Geo. H. McDonald not to be admitted to the comp. for Hospital Orderly. (M-13300).....	11- 9-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Minute Date of
Mr. Edward Henry Crosby not to be admitted to the comp. for Hosp. Order..	11- 9-29
Mr. Francis Keenleyside to comp. for Elevator Operator.....	10- 9-29
Mr. John Graham to comp. for Elevator Operator. (M-13864).....	10- 9-29
Mr. Exios Boioeou to comp. for Elevator Operator.....	11- 9-29
Mr. F. E. Nesbitt to comp. for Watchman, Dept. of National Revenue. (M-13958)	12- 9-29
Mr. R. L. P. Brough not considered elig. for admission to the exam. for Postal Helper at Oshawa, Ont. (M-14123).....	19- 9-29
Mr. John Runciman Rogers to exam. for Emig. Agent, Gr. 1. (M-14133)....	19- 9-29
Mr. Daniel McCarthy to comp. for Postal Helper.....	23- 9-29
Mr. Harry John Stair to exam. for Emig. Agent, Gr. 1. (M-13996).....	23- 9-29
Mr. Elton Havelock Steele to exam. for Immig. Inspector. (M-14173).....	24- 9-29
The following not to be admitted to the comp. for Postal Helper: Mr. William Crawford, Mr. John Henry Clyma, William Thomas Kerr, Mr. Samuel Lowans, Mr. Francis James Norris, Mr. Ernest C. Eldon, Mr. William R. N. Wilson (M-14351); Mr. Thomas Holloway (M-1697); Mr. William Henry Hill (M-14350).....	26- 9-29
Mr. John Ward to comp. for Postal Helper (M-14308).....	28- 9-29
Mr. Robt. Boyce to exam. for Watchman. (M-14005).....	30- 9-29
Mr. Harold Gilbert Dace to exam. for Customs Excise Enforcement Officer. (M-14424).....	30- 9-29
Mr. G. S. Bush to exam. for Customs Guard. (M-14275).....	30- 9-29
Mr. Samuel Andrews not to be admitted to the exam. for Caretaker, Strat- ford, Ont.....	5-10-29
Mr. Howard Vincent to exam. for Cleaner and Helper. (M-14659).....	15-10-29
Dr. Robert Moorhead Neilson not to be admitted to the comp. for Pensions Medical Examiner. (M-15035).....	18-10-29
Mr. Thomas Carey to exam. for Customs Excise Examiner.....	24-10-29
Mr. William Shaw not to be admitted to the comp. for Immig. Guard. (M-15080).....	29-10-29
Mr. W. G. Gregory to exam. for Immig. Guard. (M-15052).....	31-10-29
Mr. Ernest T. Flewelling to exam. for Immig. Guard. (M-14974).....	31-10-29
Mr. A. L. Dunlop re exams. for Immig. Inspector or Customs Excise Exam- iner. (M-12906).....	23-11-29
Mr. Eugene Caisse, O.A.S., not to be admitted to the exam. for Hosp. Orderly... Leslie Shaw (M-8362).....	30-11-29
J. E. M. Hatfield (M-14939).....	5-12-29
Wm. D. White, for Asst. Migratory Bird Warden. (M-15562).....	7-12-29
Lambertus Stad, for Fisheries Inspector. (M-15501).....	9-12-29
Wm. Coghlan, for Pensions Investigator. (M-15669).....	11-12-29
Fred Henshall, for Postal Helper. (M-11940).....	11-12-29
J. C. Lewis not to be admitted for Junior Fruit & Veg. Insp. (M-15786).....	11- 1-30
Alfred Allen, for Elevator Operator (M-16080).....	23- 1-30
Raoul Tremblay for Elevator Operator (M-16080).....	23- 1-30
Victor A. G. Davies, for Elevator Operator (M-13189).....	23- 1-30
Mr. B. Rahn, for Postal Helper, Kitchener, Ont. (37802G).....	4- 2-30
Mr. Leo Audet, for Postal Helper, Levis, P.Q. (M-16587).....	4- 2-30
Mr. Robert James McGibney, for Immigration Guard. (M-16314).....	7- 2-30
Mr. Edward Bliss Taylor, for Asst. Migratory Bird Warden. (M-15779).....	8- 2-30
Mr. Joseph Larocque, for Elevator Operator. (M-16538).....	8- 2-30
Ralph H. Lloyd, to Postal Helper exams. (M-15633).....	24- 2-30
E. B. McLean for C. E. Examiner. (M-17096).....	6- 3-30
J. S. Cook, applicant for District Supervisor of Fisheries, not eligible as not a resident of District concerned, and on account of report of P. & N. H. (M-16947).....	10- 3-30
Robert A. Trenholme for admission to competition for Immigration Inspector at Windsor. (M-16425).....	20- 3-30
Mr. Herbert R. Haylock for admission to exam. for Assistant Levellers. (OS-23845).....	28- 3-30
John Herbert Hudson Robinson, for Clerk, Grade 1. (M-17383).....	2- 4-30
James Gibbons for Customs Excise Examiner. (M-10864).....	4- 4-30
Joseph Edward Abran for Mail Porter. (M-17248).....	4- 4-30
Joseph Romeo Laberge for any position for one year. (OS-4692).....	4- 4-30
William Wheeler for Trade Instructor (Shoemaking). (M-17334).....	8- 4-30
Russell Hastings West for Insp. of Weights & Measures. (M-17490).....	8- 4-30
Adam Ellement for Watchman.....	11- 4-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
Thomas Owens for Insp. of Weights & Measures. (M-16175).....	11- 4-30
David Patrick Quinn for Letter Carrier. (M-17645).....	11- 4-30
Harry Norman Skelton for Customs Excise Examiner. (M-3684).....	11- 4-30
Alfred Bruce Hibbert for Customs Excise Clerk. (M-17674).....	11- 4-30
Victor Wilde for Letter Carrier. (M-17801).....	16- 4-30
T. J. Hickey for Hospital Orderly, at Toronto.....	24- 4-30
Edward Quigg for Hospital Orderly, Elevator Operator, Customs Excise Examiner and Cleaner and Helper.....	8- 5-30
James Harvey for Hospital Orderly.....	8- 5-30
Robert Raesbeck for Hospital Orderly.....	8- 5-30
Robert Moffat for Postal Helper.....	9- 5-30
Albert David Williams for Hospital Orderly. (M-18377).....	22- 5-30
R. F. Manning, for Hospital Orderly. (M-18124).....	22- 5-30
Frederick Coppel, for Hospital Orderly. (M-13320).....	22- 5-30
Arthur Zimmerman for Prison Steward and Asst. Prison Stewart. (M-18597)....	31- 5-30
James Paterson for Swine Grader.....	5- 6-30
John Edward Parkinson for Cargo Inspector.....	5- 6-30
Albert Edward Seymour for Hospital Utility Man.....	6- 6-30
Wilfrid Leblanc for Lock Motorman or Bridge Motorman.....	7- 6-30
F. Carvell for Postal Helper. (M-18720).....	19- 6-30
William Weller for Hospital Orderly. (M-9518).....	23- 6-30
Matthew Forbes for Hospital Orderly.....	27- 6-30
Mr. Finlay F. Semple for Hospital Orderly. (M-18854).....	28- 6-30
Nathaniel Carrick for Letter Carrier. (M-19133).....	4- 7-30
Thomas William Norley for Hospital Orderly. (M-18769).....	4- 7-30
Miss Jane Elizabeth Johnston for Graduate Nurse. (M-17872).....	21- 7-30
John Davidson for Jr. Fruit & Veg. Insp. on account of physical condition. (M-19320).....	22- 7-30
Thomas William Sturdy for Hospital Orderly. (M-19592).....	30- 7-30
Walter James Johnston for Letter Carrier. (M-19593).....	30- 7-30
Joseph Warman for Hospital Orderly or Utility Man. (M-14010).....	9- 8-30
Herbert J. Ansell for Hospital Orderly or Utility Man. (M-19048).....	9- 8-30
L. L. Howey for Customs Excise Examiner. (M-11951).....	9- 8-30
Richard Birch for Hospital Orderly. (M-19621).....	12- 8-30
Wilfred Ross Lamley for Hospital Orderly.....	12- 8-30
Robert A. Raesbeck for Immig. Insp. or Customs Excise Exam.....	29- 8-30
William Edward Dougan for Jr. Fruit & Veg. Insp. (M-20389).....	16- 9-30
Alfred Edwin Wilmin for Sup. of Messenger Service, House of Commons. (M-4342).....	20- 9-30
Bertram Brayton for Elevator Operator & Cleaner & Helper. (OS-21198).....	4-10-30
George A. Hunter for Sub-Collector of Customs & Excise, Port Burwell, Ont. (OS-24983).....	10-10-30
Miss Anna M. McCoy to comp. for positions involving responsibility for or the handling of funds. (OS-25198).....	14-10-30
Horace Wilson Alexander for Hospital Orderly. (M-20566).....	23-10-30
William James Mountain for Stock Car Insp. (M-18975).....	28-10-30
Leonard Nevile Mann for Stock Car Inspector. (M-20826).....	28-10-30
Benjamin Day to exam. for Asst. Migratory Bird Warden. (M-16063).....	27- 1-30
The following not to be admitted to exam. for Hospital Orderly: Cyril Gerald Kennedy, James Waddilove, George Richardson, Terenty Pashko, Walter Henry Smith, David William Kilty, John Wesley Brazell, Percy Chilling- worth, Charles Henry Waller, Celestine Edwards, Thomas Edmondson....	4-11-30
The following not to be admitted to exam. for Hospital Orderly: Thomas H. Selby, Henry Stoneystreet, George Arthur Hann, Finley Scott Smith, Herbert E. Hoggis, Hugh H. Hill, Thomas Regan, Samuel Evans, Robert W. Wilkin- son, William Pollard, Albert Fields.....	5-11-30
John M. R. Brooks not to be admitted to comp. for Caretaker, Department of Agriculture, Ottawa. (OS-1490)	5-11-30
Miss Ellen Eilbeck, Winnipeg, Man., not to be admitted.....	19-11-30
Charles William Dickinson to comp. for Hospital Orderly. (M-21135).....	7-11-30
John Roderick Kirkconnell to comp. for Hospital Orderly. (M-21266).....	7-11-30
Albert Battin to comp. for Hospital Orderly. (M-10812).....	14-11-30
Charles Mitterson to comp. for Hospital Orderly. (M-21745).....	15-11-30
Charles Frederick Browning for Inspector of Railroad Safety Appliances and Inspector or Railroad Operation. (M-21405).....	26-11-30
Edward Young for Hospital Orderly.....	26-11-30

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
Edward John McGuire for Letter Carrier. (M-21527).....	26-11-30
Charles Thomas Campbell for Postal Helper. (M-21642).....	26-11-30
Pierre Joseph Edouard Bonnard for Parliamentary Reporter.....	28-11-30
Exam. of William Taylor for Letter Carrier not to stand. (39434G).....	29-11-30
Harry Patterson McDonald to exam. for Immig. Guard. (M-8907).....	5-12-30
Douglas Hildrith Castling for Grain Trackman.....	17-12-30
John B. Keene for Grain Trackman, Saskatoon.....	17-12-30
Miss Ruth Isabel Meek for Graduate Nurse.....	29-12-30
J. Albert Malo, O.A.S., for Clerk, Gr. 1 (Seas.). (R&C-Q-808).....	2- 1-31
Walter Petryna for Letter Carrier, Sudbury, Ont. (39243G).....	3- 1-31
H. L. Fillmore for Letter Carrier. (M-21406).....	13- 1-31
George Henry Lanaghan to comp. for Stock Car Inspector. (M-22535).....	26- 1-31
Charles Moreau for Mechanic. (Marine Signals).....	30- 1-31
Application of Mr. X rejected on account of having offered a bribe, etc.....	5- 2-31
Mr. Andre Rene, O.A.S., not to be admitted to exam. for Census Clerk.....	3- 3-31
Mrs. D. E. A. Rispin, Ottawa, not to be admitted to Census Exam.....	11- 3-31
Alcide Lafond, O.A.S., for Hospital Orderly, Gr. 2, Ste Anne de Bellevue, P.Q....	16- 3-31
James Babcock, Regina, Sask., for admission to exam. for Census Clerk. (M-10767)	30- 3-31
Mr. John Thomas Jones, London, Ont., not eligible for admission to exam. for Census Clerk. (M-23724)	30- 3-31
Robert J. W. Bateman, South Hamilton, Ont., not eligible for admission to exam. for Census Clerk. (M-6992).....	30- 3-31
Robert H. H. Stewart for admission to exam. for Sub-collector of Customs and Excise, Richibucto, N.B., not being a resident. (M-23456).....	31- 3-31
Ernest W. Fairless to exam. for Census Clerk and Clk., Gr. 2. (M-5056).....	4- 4-31
George Pert-Clarke to comp. for Customs Excise Enforcement Officer, Point Pelee, Ont. (M-21783)	9- 4-31
Peter Blanchard Atwood to exam. for Hospital Orderly. (M-24041).....	9- 4-31
John Donald Rankin to exam. for Census Clerk, etc. (M-24025).....	9- 4-31
Bertram Braiton to exam. for Cleaner and Helper, Montreal. (OS-21198)....	9- 4-31
Garfield R. McCutcheon to exam. for Sup. Census Clerk. (M-17144).....	23- 4-31
Benjamin Lounsbrough to exam. for Immig. Insp. (OS-16030).....	29- 4-31
William Holloway to exam. for Dairy Recorder and Tester. (AGR-LS-3180)...	30- 4-31
Mr. Gordon McBurney to comp. for Immig. Insp.....	1- 5-31
Mr. Walter Harris Porter, O.A.S., not eligible.....	8- 5-31
William Thomas Moore to exam. for Immig. Insp.....	13- 5-31
William Wheeler to comp. for Insp. of Insect Pests. (PO-C49-2477).....	22- 5-31
Blake Bradshaw to comp. for Insp. of Railroad Safety Appliances.....	28- 5-31
Alcide Lafond to comp. for Caretaker, Gr. 2.....	18- 6-31
Mr. Robert Gustave Dion to comp. for Sub-collector of Customs and Excise, Grade 1, Outport, Windsor Mills, P.Q. (C-10D-3015).....	6- 7-31
L. M. Manning, Clerk, Gr. 4, Vancouver.....	13- 7-31
Messrs. W. S. Savage and A. Walton and D. B. McMillan to competitions for Railway Mail Clerk, etc. (PO-C49-606, 607 and 608).....	23- 7-31
Frederick Dumaesq Marett to comp. for Dairy & Cold Storage Inspector. (OS-28484).	24- 8-31
Mr. Alexander Adamson Poland to comp. for Sub-Collector of Customs and Excise, Golden, B.C.....	24- 9-31
Joseph Alphonse Dubois, OAS, not eligible for employment as Lightkeeper. (Minutes of 10-3-27) (MA-CL-724).....	30-10-31
Walter Jas. Johnson not to be admitted to comp. for Cleaner and Helper, P.O. Calgary. (M-19593).	16-11-31
Cecil D. Handley to comp. for Chief Page, House of Commons. (M-12979)....	11-12-31
Dr. B. I. Johnston to comp. for Med. Officer, Gr. 2 (P.T.), Toronto, as he is not considered a resident of Toronto. (PH-PTO-258G).....	12-12-31
Mr. William Archibald Guthro not to be admitted to comp. for Lightkeeper at Addenbrooke Island, B.C., on account of not being a resident. (OS-31300).	21- 1-32
George Joseph Atkinson to any exam. at present.....	23- 2-32
W. H. Langley, C. E. Examiner, New Westminster, B.C. (OS-26743).....	8- 3-32
Frank Helm, Emerson, Man. to exam. for Imm. Inspector. (OS-6034).....	16- 3-32
John L. Campbell not eligible for employment from a residential standpoint. (M-28254).	12- 4-32
Ralph Bartolacci not physically fit for work of Letter Carrier and not to be admitted to exams. (M-28352).....	26- 4-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Con.*

	Date of Minute
Edward Bliss Taylor to comp. for Asst. Migratory Bird Warden. (M-15779).	8- 6-32
Benjamin Dean not eligible to enter comp. for Asst. Migratory Bird Warden owing to his physical condition. (OS-24546).....	9- 6-32
Miss O. K. Wilson to comp. for Dietitian, Winnipeg. (AGR-D-3023).....	20- 6-32
J. Homer De Grace to comp. for Sub-Collector of Customs & Excise. (C-1C-4).	8- 7-32
T. T. Goguen to comp. for Sub-Collector of Customs & Excise. (C-1C-4)....	8- 7-32
William John Angrove to comp. for Excise Tax Auditor. (M-28784).....	11- 7-32
George A. Hunter to comp. for Clerk, Gr. 3, School Teacher, Camp Borden, etc. (OS-32327).	26- 7-32
D. L. MacLellan to comp. for Clerk, Gr. 3 (Prison Clerk Bookkeeper) Dorchester Penitentiary, N.B., etc. (OS-25539).....	3- 8-32
H. G. Duncan not to be admitted to comp. for Canning Inspector, Annapolis Valley, N.S. (OS-33958).	2- 9-32
Mr. Edward McNally to exam. for Inspector of Customs & Excise, Walkerville. (C-1-4).	14- 9-32
Harold E. Clark to comp. for Deportation Officer, Winnipeg.....	17- 9-32
Stewart Paterson to comp. for Deportation Officer, Winnipeg. (OS-15764)....	22- 9-32
Randolph A. Fitchett not eligible to enter comp. for Prison Guard. (M-27709).	27- 9-32
D. G. McKinnon not eligible for employment in C.S.....	13-10-32
Alfred C. Benstead to comp. for Prison Guard.....	22-10-32
Capt. F. J. Atkinson not considered to possess residential qualifications, and his service with the Canadian Corps in France not to be counted as residence in Canada. (M-9788).	6-12-32
W. A. Awbury to comp. for Deportation Officer. (OS-29303).....	27- 1-33
S. A. McIlray to comp. for Hospital Orderly.....	9- 2-33
R. H. Fricker not eligible to enter comp. for Radio Electricians, from a residential standpoint. (OS-10349).	23- 2-33
Floyd Phinney to exam. for Prison Guard. (37623-NB-Vol. 2).....	24- 2-33
A. T. Miller to exam. for Collector of Customs & Excise, Gaspé. (M-30614)..	4- 3-33
J. W. Matthews to exam. for Hospital Orderly, London, Ont.....	14- 3-33
Amos. L. Bougher to any competition for Penitentiary Staff. (M-30631).....	22- 3-33
Henry Stoneystreet for competition for Hospital Orderly. (M-21076).....	13- 4-33
Joseph A. Freeburn to comp. for Lockman, Seas. (M-28972).....	18- 4-33
Xavier Levesque to competitions for customs positions. (OS-29288).....	8- 6-33
Dr. Francis Brazenell to comp. for part-time Veterinary Inspectors on account of his physical condition. (M-31791).....	6- 7-33
Mr. X who was dismissed from a position of Customs Excise Examiner, Charlotte- town, not to be admitted to competition for Postmaster, Souris, P.E.I., unless no other candidate can be obtained. (OS-31522).....	6- 9-33
Mr. X not to be admitted to competition for Jr. Fruit and Vegetable Inspector in view of his previous unsatisfactory service in similar position. (OS-40314).	20- 9-33
J. W. Percy not to be admitted to competition for position of Lightkeeper and Radio Beacon Operator, Health Point, Anticosti Island, P.Q. (OS-33264)..	6-10-33
W. H. Bryans to exam. for Clerk, Grade 4, Winnipeg. (OS-25345).....	16-11-33
James E. Brown for positions of Hospital Orderly. (OS-36769).....	13- 2-34
Dr. Philippe Quesnel to exam. for Medical Officer, Fort Chipewyan, Alta., because he is physically unfit. (M-33189).....	19- 3-34
J. A. Leblanc to comp. for Fisheries Inspector, Gr. 1, Restigouche County, N.B. (M-32714).....	21- 3-34
J. L. Thibault for employment as Letter Carrier. (M-33137).....	28- 3-34
Patrick C. Martin to comp. for Fisheries Inspector, Gr. 1. (M-35932).....	14- 4-34
J. M. Ballantine, OAS, to comp. for Clerk, Grade 1. (M-33450).....	1- 5-34
Rodrique Bailly not eligible for admission to comp. for Principal Clerk, Sorel P.Q., on the ground of residence.....	18- 6-34
S. R. Kirk, to competitions for Post Office Dept. (OS-15834).....	22- 6-34
R. T. Berry to comp. for Audit Acct. Gr. 2. (M-34406).....	4- 9-34
J. A. Heydon to comp. for Inspector of Subsidized Steamships. (OS-42488)....	11- 9-34
H. L. Phelen to comp. for Customs Guard, Vancouver. (OS-34103).....	21- 9-34
C. W. Adams to comp. for Customs Guard, Vancouver. (M-34632).....	25- 9-34
J. H. Galbraith to exam. for Inspector of Wts. & Meas.....	25-10-34
A. McKinnon to exam. for Inspector of Wts. & Meas. (OS-42785).....	25-10-34
Mr. X not to be admitted to competition for any position until satisfactory medical evidence can be furnished regarding his mental condition. (OS-42304)	26-10-34
Alphonse Payette to comp. for Customs Excise Examiner, etc. (OS-36799)....	13-11-34
Allan B. Lewis to comp. for Postal Helper, Peterborough, Ont. (M-35304)....	16- 1-35

CIVIL SERVICE COMMISSION—EXAMINATIONS—NOT TO BE
ADMITTED—*Conc.*

	Date of Minute
Application of Mr. Eliah Butcher of Winnipeg for position of Caretaker, Gr. 2, cancelled, etc. (M-9448).....	31- 1-35
James S. Pratt to comp. for Postal Helper, Halifax. (OS-38263).....	8- 2-35
Robert Isles to comp. for Postal Helper. (M-763).....	14- 2-35
James J. Burke to comp. for Postal Helper. (M-27723).....	14- 2-35
W. G. Matthews to comp. for Inspector of Foods & Drugs, St. John. (M-35588).....	4- 3-35
Oscar Dupras, OAS, to comp. for Cleaner & Helper, P.W. (OS-32766).....	11- 3-35
Michael A. Keating to comp. for Postal Helper, Shawinigan Falls. (M-29570).....	15- 3-35
Henry Finblow to comp. for Postal Helpers, Vancouver. (OS-14806).....	15- 3-35
R. R. Harris to comp. for Excise Tax Auditor. (M-36087).....	15- 3-35
W. H. Cook, to comp. for Postal Helper, Vancouver. (M-35839).....	19- 3-35
Reginald Ellis to comp. for Postal Helper, Moose Jaw. (OS-1157).....	20- 3-35
Joseph Pierre Legare, OAS, to comp. for Postal Helper, Quebec. (OS-27522).....	25- 3-35
B. Handley to comp. for Typist, Gr. 2, London, Ont. (M-12979).....	7- 5-35
Wm. Franklin Benjamin to comp. for Hospital Orderly, London, Ont.	20- 5-35
Garnet Bowlby to comp. for Customs Excise Examiner, Moncton. (M-37253).....	6- 6-35
Dr. G. G. McDonald to comp. for Vet. Insp. Rouleau, Sask. (AGR-HA-3353).....	3- 7-35
H. D. McKinnon for Cleaner and Helper. (M-37467).....	3- 7-35
Edwin Hunter to comp. for Cleaner & Helper. (M-37505).....	20- 7-35
Alcide Lafond to comp. for Bridgeman. (M-25414).....	26- 7-35
Irwin Kellett to comp. for Cargo Inspector. (M-23616).....	6-11-35
John A. Ledgerwood to comp. for Cleaner & Helper (M-39292).....	10- 1-36
A. T. Dick to comp. for Cleaner and Helper, Vancouver (M-30044).....	10- 1-36
Wm. Serridge to comp. for Cleaner and Helper, Calgary.....	15- 1-36
E. Weddell to comp. for Cleaner & Helper, Calgary. (M-30383).....	15- 1-36
John McLeod to comp. for Elevator Operator (M-29284).....	6- 2-36
T. J. Laidler to comp. for Elevator Operator. (OS-44849).....	7- 2-36
Daniel Blais to comp. for Elevator Operator. (M-36660).....	7- 2-36
Messrs. M. T. Harrison, W. D. Davies and C. W. Pepper to comp. for Caretaker, Victoria, B.C., owing to physical condition. (M-40669, 40667, and 40668).....	1- 4-36
C. P. Winters for Census Clerks, etc. (M-29636).....	14- 5-36
Temporary employees dismissed for political partisanship to be subject to same rule as permanent employees. (57-2).....	19-11-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—OLD SECOND DIVISION

	Date of Minute
Under Section 48 of the Regulations, successful candidates at Preliminary Examination, May, 1918, who were temporarily employed as Railway Mail Clerks prior to May 24, 1918, to be considered eligible for permanent appointment as Railway Mail Clerks.....	15-11-19
Candidates who passed the old Second Division "B" Examinations to be considered eligible for such positions as Sr. Clerks in Engineering Line Editorial Assistant, Assistant Editor, Actuarial Clerk, Sr. Statistical Clerk, etc.....	21- 6-20
Persons who passed examinations in or before May, 1918, who are temporary employed to be considered eligible for Permanent appointment in any department of the Service.....	3-11-20

CIVIL SERVICE COMMISSION—EXAMINATIONS—ORAL

In positions of comparatively minor character, oral Examinations to be given by presiding examiner at the various centres throughout Canada, after the other two phases of the examination have been satisfactorily passed. (I&C-A-253G)	5- 5-24
Canadian Legion to be permitted to confer with departmental officer who conducts the oral examination for Postmasterships in New Brunswick, whenever possible. (73-PO)	13- 6-27
Harry Wood, Calgary, given oral examination before compilation of marks for Customs Excise Clerks exam. is proceeded with. (C-1H-3005).....	8- 9-27
J. Ovide Cote, Montreal, to appear for second oral exam., etc.....	30-12-27
Mrs. Martha Vadnais, not to be given an oral test for Conductress in view of the report of the D.S.C.R. on her health. (M-5833).....	5- 6-28
Further information to be obtained from the oral Examiners as to the reason for rejecting Mr. L. S. Doyle. (38407G).....	7- 6-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—ORAL—*Con.*

	Date of Minute
Mr. Alexander Alves to be admitted to oral exam. <i>re</i> position of Caretaker. Department of National Defence, Renfrew. (ND-CE-108).....	11- 3-29
In cities where the Commission has a representative, such representative should be associated with the Departmental Representative in oral examinations. (PW-CA3-866)	1- 5-29
Roy R. Hobden, 10 per cent disability case, applicant for position of Immigration Inspector, to be called for oral examination, etc.....	4- 5-29
Mr. Leroy Gibson Peppre, applicant for position of Postal Helper, to be called for oral examination. (M-11320).....	8- 5-29
Mr. F. E. Hillis to be given oral examination in connection with Customs Excise Clerks and Examiners' competition, Sarnia, Ont., at Toronto. (M-11579) ..	19- 6-29
G. H. Gunter, 50 per cent disability case, to be given oral examination for part time Cleaner and Helper, etc. (M-11571-) (SUB. 73-(VOL. 2)).....	29- 9-30
Oral Examination to be held for position of Postmaster at Parisville, P.Q., and Department to be advised that the adherence to the usual rule in all cases would be more satisfactory. (39437).....	27-11-30
Oral Examinations for all appointments of Postmasters in Revenue Offices. Previous decision confirmed. (39437).....	2- 1-31
Mr. D. J. Helmer to be given oral examination, etc., for Elevator Operator. (M-13647)	21- 4-31
Oral examination for Mail Porter to be conducted by Rev. Labrosse, Prof. Reilley and a representative of the Post Office. (<i>See Minutes of 21-4-31</i>) (39221G)	10- 6-31
Oral Examination to be held for candidates who were successful at written examination in 1930 for Letter Carriers, Mail Porters and Postal Clerks, Montreal. (39327G-(DUP) and (39221G-DUP), (39471G-DUP).....	19- 8-31
Procedure <i>re</i> ,—oral examinations for lower grade positions approved. (SUB.73-(VOL. 2)).....	1-10-31
Where there is only one position to be filled in competitions for positions of Caretaker, only disability cases to be called for oral examination or, if there are not sufficient, returned soldiers. (SUB.73-(VOL.2)).....	20-10-31
Oral examinations of the candidates for positions of Letter Carriers at Lévis, P.Q., to be held at Lévis if it is not practical to hold such examination at Rimouski by a local man. (39643G).....	6-11-31
In cases where an oral examination is conducted by a departmental official without a representative of the C.S.C. being present and the rating on Education and Experience given subsequent by a C.S. Examiner changes the standing of the candidates, the matter to be brought to the attention of the Chief Examiner. (SUB.73(VOL.2)-(DUP2)).....	26-11-31
In future, when an oral examination is held for Caretaker or other lower grade position at which the C.S.C. is represented, the application forms to be forwarded to the Examining Board in order that they may be in a position to check up as to whether the answers given by the candidates in regard to their education and experience tally with the sworn statement made in their applications. (SUB.73-(VOL.2)).....	3- 3-32
Appointment of C. E. Fraser, who obtained highest standing at oral examination for Caretaker, Saskatoon, approved, the C.S.C. having been represented at the said examination when experience was one of the factors taken in consideration. It was considered that, on this account, the rating on education and experience given subsequently by the Examiner should not be allowed to reverse the order of merit. (ND-CE-435).....	10- 2-32
Above ruling not to be taken as a precedent but, in each case where the Examiner reports that the rating on education and experience given by the Examiners here alters the order of merit as established at the oral interview, the Comm. to reserve the right to decide between the combined ratings and the rating of the Board conducting the oral exam. (ND-CE-435).....	3- 3-32
An oral examination to be held for the position of Clerk, Gr.3, Toronto, with special instructions regarding credit for temporary service of the "B" OAS candidates. (PH-PVB-3051).....	26- 4-32
Mr. Benoit Carpentier to be given an oral examination for Mail Porter, Montreal, as this man filed a medical certificate at the time of examination stating that he was unable to attend at that time. (M-12925).....	22-11-32
Amended Oral Interview Form (No. C.S.C. 71) for positions of Postmaster approved. (5-PO-PM).....	6- 2-29
Temporary Hatchery Assistants in isolated parts to be examined in fish culture by the Department and the Department to report the names of those who are considered qualified for permanent appointment. (39232G).....	16- 5-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—ORAL—*Conc.*

	Date of Minute
Oral examination to include rating on education and experience in certain classes. (SUB-73(VOL.2)).....	24- 4-33
Revised rating on Factor "B" to be given to all candidates for Signal Agent, Deschaillons, P.Q. (MA-SS-34G).....	3- 5-33
CIVIL SERVICE COMMISSION—EXAMINATIONS—ORAL	
Rating Sheet for Fisheries Inspector to be amended by changing the value for personal fitness from 25 to 40 and practical questions from 40 to 25, etc. (73-FS).....	5- 3-33
New rating sheet approved for oral examination. (PH-PHa-112).....	1- 2-34
Revised form of questionnaire for Jr. Fruit & Veg. Insp. approved. Applications to be received at Ottawa; form of advertisement amended. (73-AGR).....	18- 4-34
New Weights fixed for oral examinations for Jr. Fruit & Veg. Insp. (73-AGR)...	24- 7-34
Pass mark to be drawn to attention of Examiners at each oral exam. (38957-VA)	6-11-34
New oral rating forms provided for Caretaker, Gr.2. Similar forms to be drawn up for other classes of position.....	28- 3-35
Oral Exams. for Fruit and Veg. Inspector, Province of N.S., to be attended by a representative of the Nova Scotia Fruit Growers' Assoc. (AGR-F-3025G).	30- 9-35
Dept. of National Defence to be advised that its representative must be official of Department or officer of military unit. (ND-CE-3064G).....	17- 3-36
C.S. Commission's representative to take part in the examination wherever possible. (IA-IA5-141G).....	8- 4-36
Function of representative of Canadian Legion at oral exams. and advisory boards defined. (CUB. 73-(DUP.4)).....	30- 7-36
Weights for Record of Performance Inspector. (73-AGR).....	30-10-36
Advertisements for postal classes at Montreal to state that oral exam. may be limited to number of anticipated requirements for two-year period.....	24- 2-37
Oral interviews to be dispensed with in all future examinations for the larger groups. (37852-WIN & 37852 VAN).....	1- 4-37
No examinations to be held on Sunday. (39045-37-(ONT)).....	20- 4-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—OUTSIDE CANADA

United States candidates for Third Secretary to be tested as near as possible to their present location. (39881G).....	15- 9-33
Case of Mr. Rene Perrault, disqualified in 1930 on ground of defective hearing, which Department states never existed, referred to supervisors for report. (M-27659).	6-12-33

CIVIL SERVICE COMMISSION—EXAMINATIONS—PRELIMINARY AND QUALIFYING

Temporary employees in Post Office, who have passed the qualifying exam. to be considered eligible for such positions as Railway Mail Clerk and Postal Clerk. (16151-1).	4- 8-20
The old preliminary exam, not to qualify for perm. appt. as Railway Mail Clerk except where the candidate is already in the position in a temporary capacity.	18- 8-20
Persons who passed exams. in or before May, 1918, who are employed temporarily to be considered eligible for perm. appt. in any Department of the Service.	3-11-20
New System proposed by Dept. of rating applicants for positions of Junior Radio-telegraph Operator. (39812G).	10- 8-32
Oral exam. of Misses A. E. J. Rutherford, B. Kaplan, A. N. Turner and E. P. Watts, who have qualified for stenographer, gr. 2, to be held for positions of Laboratory Asst., and if none are suitable for the position to be advertised stating that preference will be given to candidates with stenographic ability. (AGR-D-3023).	25- 1-33
Recruiting staff for special delivery messengers. (5-PO-(DUP. 2)).....	2-10-36
Educational qualifications for employment as Postal Clerk. (PO-C54-149)..	3-10-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—PROMOTIONS

Commission to test qualifications of stenographers in promotional exams.....	18-12-23
Jr. Employees not to be promoted unless they have passed open competitive exam. for class, etc. (INT-D-69).....	21-12-23
Promotional and local competitions, Dept. of C. & E.....	14- 1-24
Dating of promotions in Telegraph Service. (PW-T-718).....	15- 5-24
Promotional competitions to fill vacancies created by retirement of previous incumbent. (R&C-RC-839).	30- 6-24

CIVIL SERVICE COMMISSION—EXAMINATIONS—PROMOTIONS—*Con.*

	Date of Minute
Rating officers for position of Postmaster & Asst. Postmaster Gr. 7 and up, and positions of Dist. Supt., Inspector of Postal Service and Head Clerk, District Office, to be mutually agreed upon by Dept. and C.S.C. at the time the C.S.C. is asked to fill vacancy. ((38-PO).....	9- 3-25
Customs promotional competitions now pending, which were instituted before the commencement of the fiscal year, but delayed owing to failure of Dept. to furnish ratings, to be antedated to beginning of fiscal year, provided Dept. recommends. (C-32E-61).	29- 7-26
Above to apply to other Depts. also.....	27- 8-26
Promotional exams. this spring to be confined to Stenographers. (37857G)....	15- 2-27
Procedure for conducting promotional exams. for positions of Princ. Postal Clerk and higher to be changed in cases where vacancy is in the P.O., and the posters advertising position to be forwarded to Postmaster instead of the District Superintendent. (38-PO).	18- 2-27
New promotional rating blanks approved.....	3- 3-27
College graduation to be accepted in lieu of an exam. for promotion to class Clerk, Grade 2. (INT-LP-69).....	4- 3-27
File <i>re</i> : propriety of filling all vacancies in Customs Ports by promotion from the Outports and Preventive Stations referred to Commissioner Tremblay for report. (C-7D-8).	28- 4-27
Request of H. S. West, Asst. Postmaster, North Bay, to be admitted to promotional competitions for Principal Postal Clerk or higher at Toronto, disallowed. (PO-C29-2).	29- 4-27
Supernumerary employees' eligibility for admission to promotional competitions in any part of the Branch in which they are employed. (Case of Mrs. E. M. Doyle). (PO-F-428).	14- 7-27
Signing of new rating forms for prom. comp. in P.O. Dept. (SUB. 38).....	20- 7-27
Ratings to be furnished by each official on a separate sheet in all promotional competitions where there are two official as rating officers.....	28- 7-27
Messrs. Benoit and J. Prenovost, Montreal, not eligible for prom. (PO-C24-1475-632).	23- 9-27
Procedure in filling positions of Inspector of Cus. & Excise to remain unchanged (C-1-24).	23- 9-27
Where candidates are not rated by their immediate superiors in prom. comp. in N.R., cases to be looked into personally by an officer of the Exam. Br. and his reports thereon submitted to Commrs. along with the Dept. ratings SUB. 38).....	28-12-27
Selection to be based solely on length of service, efficiency and fitness without a weight being given for written exam. in prom. comp. for entrance classes where it is necessary to hold written exam. provided that where a written exam. on duties of office is given the present weight of 3 shall remain in force. (ND-CR-63).....	13- 1-28
Request of P.O. Dept. that certain perm. lower grade employees in Quebec be allowed to take part in forthcoming exam. for Postal Helper at Levis, P.Q., disallowed. (38312G).....	3- 2-28
R. V. McGill, who failed in several written tests, to have his ratings combined and declared eligible for promotion to Clerk, Grade 4, (C-1-137).....	10- 2-28
Suggestion of Dom. Rly. Mail Clerks' assn., to furnish applicants with their ratings before filling position by promotion disallowed. (33-PO).....	27- 2-28
Service with National Transcontinental Railway Commission not to be included in determining seniority for promotions in Service. (C-H-278).....	17- 4-28
Gen. prom. Exams. to be held at Quebec. (38497G).....	5- 5-28
J. H. Brazeau eligible for Prom. to a Gr. 2 Clerkship. (PO-F-738).....	21- 5-28
Collectors at the Ports of Montreal and Toronto to forward applications of candidates desiring promotion in future to the Chief Inspector. (38-C)...	13- 7-28
Miss H. A. Duke to be given a supp. test in Shorthand in order to be eligible for perm. appt. as Steno., Gr. 2. (AGR-S-309).....	15- 9-28
C. H. Graham, Dept. of P.W., to be furnished with the ratings he secured on Efficiency and Fitness reports in the prom. comp. for Asst. Chief Architect, but not other candidates.....	20- 9-28
Promotional procedure for the classes Special Exciseman, Gr. 1, Gr. 2, Gr. 3 (Class A.B. & C) approved. (38651G).....	21- 9-28
Letter from Dom. Cus. & Exc. Off. Assoc. in connection with proposed ratings arrived at for promotions in the Dept. of N.R. (38-C).....	15-11-28
C. R. Herdman, Finance, to be promoted to Clerk, Gr. 2, without further examination (SUB. 38).....	10-12-28

CIVIL SERVICE COMMISSION—EXAMINATIONS—PROMOTIONS—*Con.*

	Date of Minute
Returned soldier preference not to apply to promotional comp. open to members of the mechanical staff of Dept. of P.P. & S. (38-P&S).....	31- 1-29
Certificate to be submitted by Collectors in prom. procedure N.R., at Ports such as Toronto, Montreal, Winnipeg & Vancouver (38-C) Dept. asked if willing to give instructions for this procedure.....	8- 2-29
Robert Brown, Winnipeg, permitted to compete in future prom. comp. for the classes Cus. Exs. Clk. & exam. without further written exam. (C-5F-66)...	22- 2-29
Qualifying clause regarding effective date to be dropped from prom. advertisements. (38-1) (Min. October 21, 1925).....	21- 3-29
Miss Z. C. Kains eligible for prom. to Clerk, Gr. 2. (F-C-30).....	24- 4-29
An employee who has not completed evid. for perm. appt. considered ineligible for admission to a prom. comp. (C-PS-68).....	30- 4-29
Miss F. H. Henry eligible for prom. to Clerk, Gr. 2, on strength of exam. passed in 1909. (F-C-31).....	1- 5-29
Miss K. Peden to be given supp. prom. test for Clerk, Gr. 2, Finance. (F-C-36)...	5- 6-29
Rating given P. Proudfoot for seniority in prom. comp. for Grain Weighman, Port Arthur-Fort William, to be changed to 91 per cent, etc. (38884G)	14- 6-29
Employees who waived their rights to employment in a class for which they qualified and accepted a lower position not to be required to pass the regular exam. for prom. to a higher class. This cancels ruling of 22-4-25. (SUB. 38).	10-12-28
Procedure to be followed for Special Exciseman, Gr. 1, 2, and 3, Classes A.B. & C. in prom. exams. as recommended by the Exam. Br. approved. (39025G).	13- 9-29 4-10-29
Amended prom. rating form P.O. Dept. approved. (38-PO).....	
Prom. comp. for Letter Carrier & Mail Porter, Postal Helpers who qualified at the Class A exam., who desire promotion and are recommended therefor by Dept. to be dealt with on the basis of seniority only. (38-PO-(DUP)).	23-10-29
Date of promotions not to be bound by the date of written exam. provided the promotion otherwise comes under the Regulations. (SUB. 38).....	27-11-29
Qualifying exams. to be held for C. E. Clerks and Examiners throughout the surveys of Montreal, Toronto, Winnipeg & Vancouver. (38-NR).....	21- 2-30
Promotions not to be effective from the same date of perm. appt. of employee but from the next quarterly date. (MA-FA-30).....	29- 1-30
Date of promotion of Stenographers or Typists to clerical positions according to a ruling of Nov. 27th, 1929, is to be bound by additional written exams. to apply only in cases of supp. exams. (SUB. 38).....	11- 2-30
No promotions to be made in certain offices of Interior Dept. (38-INT).....	6- 5-30
Mrs. E. Anderson & Mrs. B. Salt, Clerks Gr. 1, to qualify for prom. at next exam. for Clerk, Gr. 2 (PO-F-2256).	5- 9-30
Date of promotions in Telegraph Service dependent upon date when position was first advertised. (PW-T-653).	23-10-30
Misses Barrett, Perrier and Russell to Clerk, Gr. 2, Pensions Branch, Ottawa, etc. (39495G).	7- 2-31
Promotions in Montreal P.O. to be held in abeyance. (PO-C24-1456).....	29- 4-31
J. B. C. Dugal eligible for prom. to Postal Clerk without further examination. (PO-C36-130).	6-5-31
Marks of H. Fortier in two tests combined and Miss Fortier promoted to Steno. Gr. 2, Ottawa. (PW-CE-110).	11- 5-31
C. W. Reed, Toronto, who was absent at time of prom. comp. for Letter Carrier, to be placed on list in order of seniority. (PO-C49-2274).....	10- 6-31
Supplementary exam. for prom. to Clerk, Gr. 2, P.O. Dept. to be given to unsuccessful candidates in recent exams. (39416G-(VOL. 2)).....	18- 6-31
Filling of 32 positions of Letter Carrier, Montreal, P.O., to be proceeded with in so far as persons not implicated in the exam. irregularities are concerned, such list to be first approved by Commissioners. (PO-C24-1919).....	30- 6-31
Persons appointed by Order in Council under N. R. Act not eligible for promotion except in the branch in which they received appt. (39531).....	14- 7-31
Seniority of J. W. Dumoulin, Cus. Ex. Examiner, who was dismissed and taken back owing to the charge not being sustained, to have his seniority date from the date of his original appt., if legal. (C-D-5).....	22- 8-31
Admission of persons appointed under the Dept. of N.R. Act to prom. comp. (38-NR).	24- 8-31
Part-time service as Postal Helper not to be counted in rating seniority in promotions. (38-PO and PO-C6-225G).	2-10-31
Suggested procedure where there is a slight difference in actual length of service, although not reflected in ratings. (39542G-Postal Clerk, Toronto).....	9-10-31

CIVIL SERVICE COMMISSION—EXAMINATIONS—PROMOTIONS—*Con.*

	Date of Minute
Mr. J. Dilabio, an Interior lay-off who is at present temporarily employed in P. O. Dept. and who passed the exam. for Clerk Gr. 2, in that Dept. to be regarded as having established his eligibility for promotion to Clerk, Gr. 2. (39416G)-Vol. 2).	31-10-31
In cases where a Dept finds it necessary to fill a vacant position in an acting capacity, the usual procedure to be followed of inviting applications and securing ratings in order that later, when the prom. certificate may be issued, there may be no undue delay and no feeling of unfairness on the part of the staff that certain employees have been given training in positions without the principle of competition having been followed. (SUB. 38).....	10- 8-32
Where an officer is unjustly dismissed on a charge of political partisanship and later exonerated and re-instated in the Service, his seniority to be based on his entire service but, in cases where a dismissal for this cause is sustained, seniority should count only from the date of re-appointment. (C-12C-41)....	7-10-32
Dept. of P & NH. to make election from list of Hospital Orderlies, Gr. 1, Toronto, subject to approval of Comm. to fill in an acting capacity any gr. 2, vacancy which must be filled without delay. (PH-PTO-486G).....	14- 2-23
Alterations on rating sheets for Clerk, Gr. 2, Ottawa, to be initialled by original rating officer.	1- 3-33
Ratings for Princ. Clerk, P.O. Dept. Ottawa, returned and copies kept. (PO-F-2440).	7- 3-33
Tem. employees in offices of representatives of the Treasury who are eligible for perm. appt. allowed to qualify for prom. to Gr. 2. (39832G).....	14- 3-33
Special class excise exam. required before candidates can be admitted for classes where this is a necessary qualification. (C-I-35).....	17- 3-33
Field of competition for Radiotelegraph promotions to be limited to district where vacancy occurs. (5-MA-RT).....	3-10-33
Prom. comp. to be held in Dept. of N. R. for abolished positions which will ultimately require to be re-established. (73-NR).....	5- 3-34
Efficiency ratings prepared in connection with reduction of staff to be used for promotional competition. (39905)	8- 3-34
Field of competition for Collector and Surveyor of Customs and Excise to be discussed between Dept. Employees and C.S.C. (38-NR).....	22- 5-34
Office Boys who have passed prom. or open competitive exam. for Clerk, Gr. 2, considered qualified for prom. to Clerk, Gr. 1. (37852G-(VOL. 6).....	7- 6-34
Revenue Postmasters to be admitted to prom. comp. in their district; this procedure to have no bearing upon eligibility for leave of absence and other benefits. (37924)	17- 7-34
Qualifying test for Clerk, Grade 2, to be held but Ministers' appointees not to be admitted. (PO-F-2202)	10 -9-34
Ratings from former competition not used in case where former rating officer had been retired. (See Seed Analyst, Montreal, (AGR-S-3004).....	5-10-34
Dept. of N. R. to set out reasons in detail when any change in field of competition is desired. (33-C)	15-11-34
Candidates who are eligible for appointment as Postal Clerk to be regarded also as qualified for promotion without regard to Junior Matriculation. (73-PO)	11- 3-35
Supplementary qualifying test for Clerk, Grade 2, approved if reasonable time is allowed between tests. (39999G).....	15- 3-35
Where ratings are secured without advertising, unsuccessful candidates to be notified. (SUB. 38)	20- 5-35
Written examination held for Principal Clerk in view of change in ratings made by Department. (PO-F-2440)	7- 6-35
Temporary employees who would have been permanent had it not been for Staff Control Regulations, not to be admitted to promotional competitions. (38-PO)	17- 8-35
Employees transferred to Comptroller of Treasury to be eligible for promotion only in Department of Finance or in position open to entire Service. (FT-NR-26)	11- 1-36
Employees transferred to the office of the Comptroller of the Treasury eligible for admission to promotional competitions only within the Department of Finance or for positions open to the entire Service. (FT-NR-26).....	11- 1-36
Protest by branch heads, Dept. of N. R., against practice of advising candidates of their efficiency and fitness ratings in promotional competitions. (SUB. 73-(DUP. 3)	4- 3-36
If cases are found in Post Office Department where lower classification would have been satisfactory, advertising to be done in future by Commission rather than by Department. (PO-DS29-22)	4- 3-36

CIVIL SERVICE COMMISSION—EXAMINATIONS—PROMOTIONS—*Conc.*

	Date of Minute
Employees proceeding from Clerk, Grade 1, through Clerk, Grade 2, to higher grades to be required to qualify by examination. (ARC-A-24).....	17- 3-36
Female employees admitted to promotional competition for Princ. Audit Clerk, notwithstanding objections of A. G. (40361G).....	20- 3-36
Demoted employees re-promoted to Railway Mail Clerk without ratings. (38-PO-(VOL. 2)	8- 4-36
No credit for experience in acting capacity to be given in promotional competitions. (38-PO-(DUP.)	2- 6-36
New Grade 2 promotional exam. to be held shortly for employees who, for adequate reason, were unable to attend the last test. (AGR-EF-51).....	2- 6-36
Notification of candidates in promotional competitions completed prior to April 1, 1936, to be dispensed with. (SUB. 31-(VOL. 3).....	13- 6-36
Protest from Dominion Railway Mail Clerks Federation against requirement of experience in postal district office work for position of Principal Clerk. (PO-DS49-32G)	29- 6-36
Promotions may be ante-dated beyond beginning of fiscal year (if in accordance with Regulations), provided no increase is involved. (NR-H-812)....	2- 7-36
Postal Helpers, who passed only Part A of old examination, considered eligible for promotion to Postal Clerk if their own positions are reclassified. (PO-C34-49)	26-11-36
Suitable oral or written exam. considered sufficient for promotion to entrance class if position is reclassified. (SUB. 73-(DUP. 7).....	26-11-36
Old preliminary examination for Stenographer accepted for promotion to Postal Clerk. (Miss Jeanne Choquette).....	8-12-36
Oral examination and rating on education accepted for promotion to Clerk, Gr. 2. (E. Query. FT-WBR-33)	10-12-36
Date beyond which promotion will not be effective not to be inserted in advertisements in future. (SUB. 38-(VOL. 2)	1- 2-37
Permanent employees with headquarters at Customs port to be admitted to promotional competitions for port positions. (38-NR).....	13- 2-37
In promotional competitions with no written examination, advertisement to state that only successful candidates will be notified. (SUB. 38-(DUP).....	16- 2-37
Promotional procedure for port positions, Dept. of National Revenue, outlined in Minutes of February 13, confirmed. (38-NR).....	8- 3-37
P. O. Dept. to be asked whether efficiency ratings could be reviewed by one officer in same way as fitness ratings. (PO-ES-19G).....	12- 4-37
Candidates admitted to qualifying exam. for Seed Analyst although not employed as Jr. Seed Analysts during current season. (40716G).....	17- 5-37
Ratings returned for amendment in competition for Clerk, Gr. 1, Dept. of National Defence, Ottawa. (ND-AF-6, ND-CR-62).....	15- 6-37
Practice of admitting women to promotional competitions in Auditor General's Office to be continued and Auditor General to take responsibility for rating. (40796G).....	17- 6-37
Accounting positions in departments to be open to Treasury accounting staff serving it, as well as to Dept. itself, subject to concurrence of deputy head. (PW-A-335G).....	28- 6-37
Accounting positions in Departments to be open only to those members of the Treasury staff serving it who were formerly connected with Department itself. (F-A-335G).....	5- 7-37
Examination waived in case of Misses I. Lewis and D. Phillips, Bureau of Statistics. (40996G).....	10- 8-37
Mr. E. E. Bridgen allowed to qualify for promotion when a Clerk Gr. 2, examination is held at any point for any Department. (T&C-EG-141).....	24- 8-37
Present procedure to be continued of opening positions of Collector if considered advisable, to Chief Inspector's Staff. Positions on Chief Inspector's staff to be open to port and district. (C-13K-1G).....	4- 1-38
Permanent Clerks, Grade 2, in the Post Office Dept. to be regarded as qualified for promotion to Postal Clerk without passing a further qualifying examination. (33-PO-(DUP. 6).....	11- 5-37
Above decision reversed. A person who was qualified for position of Postal Clerk eligible for promotion to Clerk, Gr. 2. (See J. C. Waddell-PO-C49-2278)....	5- 1-38

CIVIL SERVICE COMMISSION—EXAMINATIONS—QUALIFICATIONS

In localities outside of Ottawa, where there have been successful candidates at examinations for Clerks and Stenographers, who have not had one year's experience, candidates regarded as eligible for permanent appointment, etc. (R&C-WC-313).....	21-10-24
--	----------

CIVIL SERVICE COMMISSION—EXAMINATIONS—QUALIFICATIONS—*Con.*

	Date of Minute
Candidates for the forthcoming examination for Junior Trade Commissioner to have fifteen years' residence in Canada prior to date of examination. (T&C-C1-53G-(VOL. 2)).....	3- 5-27
Leaflet to be prepared containing line of study to be followed, etc., for positions of Junior Trade Commissioner. (73-T&C).....	17- 5-27
Candidates at the present examination for Postal Helpers, Montreal, will not be considered eligible unless they have bilingual qualifications, etc. (37798G)	14- 7-28
Special consideration to be given to graduates of the Royal Military College whenever they make application. (69-ND).....	23-10-29
Candidates at examination advertised with preference to bilingual candidates to be given five marks for bilingualism as a bonus. (SUB.73-(VOL. 2)..	10-12-30
Candidates for positions of Engineer in Quebec must be members of the Corporation of Professional Engineers of Quebec. (5-18).....	22-12-31
No credit to be given for temporary service on the factor of experience in cases where an applicant has been temporarily employed in a position which is subsequently filled as a result of competition. (PH-PVB-3051).....	28- 6-32
The decision that no credit is to be given for temporary service on the factor of experience in cases where an applicant has been temp. employed in a position which is subsequently filled as a result of competition not to apply in the case of part-time Immigration Inspectors who also hold positions in the Department of National Revenue for which they have qualified by examination nor to employees who are temporarily assigned to positions after competition. (73-1).....	10- 8-32
Those considered eligible for listing for positions of Junior Radiotelegraph Operator to be listed irrespective of the percentage obtained. After listing, the applicant may raise his percentage and his standing on the eligible list by improving his examination and obtaining a certificate, etc. (39812G)	30- 8-32
Department of Trade & Commerce to be asked for its reasons for recommending the raising of the age limit and the admission of married candidates in connection with the issue of a new pamphlet of information on the appointment of Junior Trade Commissioners. (73-T&C).....	14-10-32
Decision that those applying for positions of Engineer in the Province of Quebec must be members of the Corporation of Professional Engineers of Quebec confirmed. (5-18-1).....	20-12-32
In competitions for Signal Agent, factors B&D on oral examination sheet to be given a weight of 3 and factors A & C a weight of 2.....	24- 2-33
Completion of fourth year apprenticeship as Student Map Draftsman considered as qualifying for Map Draftsman. (See case of M. Isobel.) (MA-H-58S)	1 -4-33
Rating for Signal agent, Deschaillons, P.Q., to be revised in order to exclude any consideration for temporary employment. (MA-SS-34G).....	22- 4-33
Oral examination to include rating on education and experience in certain classes. (SUB.73-(VOL.2).....	24- 4-33
Position of Audit Accountant, Gr. 2, readvertised as a preferable alternative to rating candidates on a higher basis than that called for in first advertisement. (AUD-A-3004).....	17- 8-33
A practical test to be given along the lines of the duties of the position in connection with the competitions for Laboratory Assistant, Department of Agriculture. (AGR-S-709).....	7- 9-33
Distinction to be made between Caretaker, N.D. and Caretaker, P.W. and separate rating sheet provided for former position. (73-1).....	11-10-11
Definition of Membership in "a recognized association of public accountants." (AUD-A-3004).....	3-11-33
Experience gained prior to admission to membership in a recognized society of accountants to be considered in connection with examinations for which such membership is required. (AUD-A-3004G).....	14-12-33
Organization Branch and Examination Branch authorized to make a survey of the need for better qualified employees for administrative positions. (5-16).	17- 3-34
Candidates for Postal Helper who pass matriculation examinations after passing the written test for Postal Helper to be regarded as eligible for promotion to Postal Clerk, subject to departmental rating. (PO-C31-9).....	26- 3-34
Oral Examinations only to be held for position of Public Building Engineer Caretaker and no rating on education and experience required. (73-INT)...	10- 4-34
Office Boys exam. to be of a standard to qualify for Clerk, Grade 1 and Gr. 2. (37852G-(VOL. 6).....	13- 4-34
Office Boy examination to qualify for promotion to Clerk, Grade 1, only. (37852G-(VOL. 6).....	26- 4-34

CIVIL SERVICE COMMISSION—EXAMINATIONS—QUALIFICATIONS—*Con.*

	Date of Minute
Typist, Grade 2, with arithmetic considered qualified for Clerk, Gr. 2, promotion. (See J. A. Maheux, MA-P-45).....	25- 6-34
The term "Chartered Accountant" not to be used in an exclusive sense but to include all those who are members of an Accountants' Organization. (5-18).	4- 9-34
Minimum pass mark on practical test for Inspector of Dairy Products. Eighty per cent. (73-AGR).....	20-10-34
Protest against high standard for Postal Helper, Fredericton. (PO-C13-36G)....	6-11-34
Dept. of N.R. to accept full responsibility for stating whether or not bilingual qualifications are required. (33-C).....	15-11-34
Dept. of P&NH to state on requisition whether bilingual qualifications are required. (38957-MO).....	24-11-34
Enquiry <i>re</i> nature of services rendered by university graduates. (F-A-46).....	27-11-34
Registration as a graduate nurse to be required of overseas candidates as well as others. (38957G-(VOL.2).....	4- 1-35
Exam. in fish culture for Hatchery Assistants accepted if held at earliest opportunity after expiration of required year. (FS-FH-3004 and 3005).....	14- 1-35
Bilingual qualifications of all candidates for Postal work to be ascertained. (24-PO).....	8- 2-35
Candidates who have previously established qualifications for Postal Clerk not required to possess junior matriculation. (38-PO).....	18- 2-35
Dept. of Agri. to be asked to state in all cases whether bilingual qualifications are required. (36851-I-35G).....	22- 3-35
Program and weights for Inspector of Electricity & Gas. (T&C-EG-38S).....	27- 6-35
Immig. & Colon. Dept. to be asked to certify <i>re</i> bilingual requirements. (I&C-E-269T).....	13- 1-36
<i>Re</i> training required for Veterinary Inspectors. See case of D. M. English. (AGR-HA-3377).....	30- 1-36
Seventy per cent required instead of eighty per cent in the practical test of the examination for Egg Inspectors. (73-AGR).....	2-11-35
Candidates for Postal Helper to bring documentary evidence of educational qualifications to Examination Board. (24-PO-(VOL.2).....	20- 3-36
Office Boy exam. held in July, 1934, qualifies for promotion to Clerk, Grade 1, not Grade 2. (37852G-(VOL.6).....	4- 4-36
Suggestion that physical examination might be preferable to arbitrary age limit for part-time Postal Helpers. (34150).....	13- 5-36
Dairy Produce Grader, Gr. 1. Change in weights for exam. Adequate experience required before admission. (73-AGR).....	8- 6-36
Clerk, Grade 1, to be the entrance grade for operators of key-punching and comptometer machines. (40421G).....	25- 6-36
Entrance exams. for Postal Clerk, Mail Porter and Letter Carrier outlined. (73-PO).....	28- 7-36
Qualifications for Record of Performance Inspector amended. (33-AGR-(DUP.2)	29- 7-36
Requirement of matriculation standing for Postal Clerk to be dispensed with. (73-PO-(DUP).....	10- 9-36
Outline of examination program for Poultry Inspector. (40564)(36QUE).....	26-10-36
Outline of examination program for Laboratory Helper. (AGR-D-3053)73-AGR)	28-10-36
Revised examination program for Egg Inspector. (35388-36G-ONT).....	9-11-36
Weight of four for education and experience and six for oral exam. established for Junior Stockyard Agent. (AGR-IS-3378G).....	18-11-36
Examination program for Lightkeepers approved. (MACL-520G).....	24-11-36
In competitions for Gardener, factors A.B.C. & d. on oral examination report to have weights of 2, 5, 2 and 1. (AGR-12EF-7G).....	28-11-36
Exam. program for Veterinary Insp. (P.T.) to include only one written paper. (40670-37G).....	7- 1-37
Dept. of Immig. & Colon. to be asked to specify on all requisitions whether or not bilingual qualifications are required. (I & C-E350).....	19- 1-37
Examination for Office Boy to be of a suitable standard to provide for promotion to Clerk, Grade 1, or Grade 2. (38-4).....	17-12-36
One paper on Immigration Act & Regulations to comprise exam. for Immigration Inspector. Scheme of marking, etc., outlined. (73-I & C).....	1- 2-37
Educational qualifications raised for Immigration Inspector. (5-I & C-(VOL. 2)	2- 2-37
In bilingual exams. only bilinguals to be listed. For bilingual Stenographer, Gr. 2, typing in either language to be accepted, and Gr. 1 shorthand in secondary language. Three eligible lists to be maintained, English, French, Bilingual. (SUB-24-(DUP. 2).....	3- 3-37
Chief Examiner was instructed to report on problem of including such experience in advertisement that only temporary incumbent can qualify. (AGR-20EF- 3000G).....	8- 4-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—QUALIFICATIONS—*Con.*

	Date of Minute
Certificate of physical fitness including eyesight required from applicants for positions of Jr. Seed Analyst. (36856-37).....	21- 5-37
Chief Examiner to consider advisability of having Office Boy exam. qualify for such employment only and not for promotion. (24-IC-NR).....	4- 8-37
Rates of speed to apply in future to all entrance exams. for Stenographer, whether temporary or permanent. Shorthand 80 to 100 words per minute; Typing, 40 stoke words per minute. Bilingual stenographers to take typing in either English or French. Grade 2 rates to be used in future only for promotion examinations but candidates obtaining 80 per cent in grade 1 exam. considered qualified for promotion to Grade 2. (39427-37G).....	12- 8-37

CIVIL SERVICE COMMISSION—EXAMINATIONS—SUPPLEMENTARY

W. B. Herbert, Edmonton, Alta. (M-1253).....	29-10-26
Miss M. Clancy, Omemee, Ont. (37615G).....	29-10-26
E. J. St. Germain, Hammer, Ont. (37615G).....	6-11-26
P. J. Rose, Toronto, not to be given supp. exam. for Postal Clerk. (M-2040)..	20-12-26
S. Guertin, Ottawa, for Messenger. (M-2479).....	5- 2-27
Supp. exam. in shorthand to be given to candidates who passed in all other subjects, Kamloops, B.C. (INT-DL-412A).....	18- 3-27
Supp. exam. for Jr. Trade Commissioner to be held at Vancouver.....	30- 5-27
J. E. Vallee for Postal Helper, Quebec. (37856G).....	1- 9-27
Fred Wensley, Windsor for Postal Helper. (OS-6605).....	28-10-27
Miss A. L. Dalton not to be given supp. exam. for Steno. Gr. 1.....	16-11-27
J. E. Grenier for Clerk, Gr. 2, on production of sworn statement that, through no fault of his own, the notice did not reach him until after the date of examination. (M-4936).....	14-12-27
W. B. Pichard, Edmundston, N.B. for Postal Helper. (M-5255).....	3- 2-28
Messrs E. Devost and T. Stuart not sustained. (37640G).....	8- 2-28
Miss E. M. Nelson, Indian Head, Sask., in typewriting. (INT-F-3030).....	27- 2-28
Messrs F. H. K. Bond and W. R. Bright, OAS, not to be given supp. exam. for Postal Helper, Toronto. (37846G).....	22- 5-28
Lorenzo Ethier for Office Boy.....	31- 5-28
Miss L. M. Desmond for Steno. Gr. 1, Montreal. (38426G).....	31- 5-28
J. H. Dawson in Typewriting. (I & C-11-3072).....	13- 6-28
Chas. Corneau for Packer and Helper. (35523G) (VOL. 2).....	5- 7-28
Supp. exam. to be held at Sault Ste. Marie for Clerk, Gr. 2. (R & C-SO-4)....	5- 7-28
Miss H. A. Duke to be given a supp. test in shorthand in order to be eligible for perm. appt. as Stenographer, Gr. 2 (AGR-S-309).....	15- 9-28
C.O. Picher not to be given a supp. exam. for Immig. Insp., Montreal.....	25-10-28
J. C. Kilpatrick, the only applicant in comp. for Steno, Gr. 3, Winnipeg, to be given supp. exam in shorthand and Typewriting. (RCB-A-66).....	23- 1-29
J. P. Taylor, Clerk, Gr. 1, Insurance Dept. who was a candidate at a qualifying exam. for prom. to Clerk, Gr. 2, in June last and failed in spelling, to be given a supp. exam. in this subject at the next general test in order to be placed on eligible list for prom. to Clerk, Gr. 2. (INS-A-60).....	8- 2-29
Miss J. M. Stewart not to be given supp. exam. for Steno. Gr. 2, Regina, Sask. (M-9460).....	9- 2-29
Supplementary test to be given all candidates for position of Clerk, Gr. 3, Regina. (ND-MD 12-2).....	6- 3-29
Supp. exam. to be held for Steno. Gr. 1, at Grande Prairie.....	25- 5-29
Misses C. A. Marier and J. Henry supp. exam. for Clerk, Gr. 1 & Gr. 2.....	23- 5-29
Miss C. Moorehead for position of Clerk, Gr. 2, Ottawa. (PO-F-358).....	26- 7-29
Miss G. Chatalain for Graduate Nurse. P. & N. H. (38957G).....	19- 8-29
Messrs. I. V. J. Griffin, O.A.S., & W. Robson, temporary Customs Guards, New Westminster, to be given a supp. exam. for the Class Customs Guard. (C-SK-3010G).....	7- 9-29
A. E. Trafford not to be given a supp. exam. for Clerk, Gr. 3, (Male) Victoria. (MA-RT-305).....	11- 9-29
Fernand Raymond for the class Lantern Slide Artist.....	4-10-29
Miss E. C. Letellier, Winnipeg, for Graduate Nurse. (PH-PWi-3002).....	4-10-29
Supp. exam. to be given Messrs. Woodcock, Blandford and Brown, Watchmen, Toronto Post Office. (PO-C49-3500. 3498 and 3499) (B.D.).....	15-10-29
R. J. Dougherty for Postal Helper, Toronto.....	21-10-29
A. F. Milne on particular machine to which he has been accustomed for O.A.C. (MA-FA-3010).....	25-10-29
George Barber for promotion to class Clerk, Gr. 2. (PH-PA-419).....	19-11-29
S. J. Daley to conduct a supp. exam. at Toronto of all candidates who failed in shorthand at last general exam. (39017G).....	14-12-29

CIVIL SERVICE COMMISSION—EXAMINATIONS—SUPPLEMENTARY—*Con.*

	Date of Minute
Lewis Hill and Miss M. Choquette to be given supp. test in Typewriting.....	10-12-29
Decisions regarding appeals Clerk, Gr. 1 exams. (38883G).....	10-12-29
J. T. Chalifour supp. test in drafting. (INT-DLO-52).....	19-12-29
Miss C. W. Campbell not to be given supp. test in Typewriting. (T&C-GC2-620).	19-12-29
Joseph Goulet, O.A.S., supp. oral Exam. for Cus. Truckman & Guard. (Bil) (C-10D-314G-(VOL. 1)).....	20-12-29
A. M. Talbot supp. oral exam. for Postal Helper. (37798G-(VOL. 1)).....	27-12-29
J. Oswald supp. exam. for Insp. of Railroad safety appliances.....	14- 1-30
B. M. McIntyre supp. exam. for Student Draftsman, etc.....	24- 1-30
Supp. exam. for Postal Helper open to amputation cases only. (73-PO).....	4- 2-30
Miss A. Stevens in Typewriting. (CS-A-3095).....	4- 3-30
R. S. Woods not to be given supp. exam. for Clerk, Gr. 4. (MA-P-71).....	5- 3-30
A. E. Cress not to be given supp. exam. for Jr. Trade Commissioner.....	28- 3-30
Miss Faribault not to be given supp. test but to be allowed to write at next prom. comp. for Clerk, Gr. 2. (38954G).....	1- 4-30
A. W. Cochrane, O.A.S., not to be given supp. oral exam. for Excise Tax Auditor. (38738-2G).....	2- 4-30
Miss E. E. Mahoney not to be given supp. test. (MA-R-40).....	3- 5-30
J. I. Coroy not to be given supp. test for Insp. of Railroad Safety Appliances. (RCB-A-56G).	3- 7-30
Miss Doris Jowitt supp. test in Arithmetic for Clerk, Gr. 2. (PW-A-183).....	22- 7-30
W. D. Cotton not to be given supp. exam. for Letter Carrier. (M-20164).....	6- 9-30
Misses Taylor and Bennie to be given supp. test in typewriting and Miss Cleary not to be given supp. exam. (39427G-(Vol. 2)).....	19-12-30
A. R. Wilson given supp. oral exam. for Excise Tax Auditor Prov. of Quebec. (39408G).	22-12-30
Mrs. I. C. Gallagher supp. exam. for O.A.C. Gr. 2. (PH-PA-251).....	18- 2-31
Carl E. Staebler supp. exam. for Postal Clerk, Kitchener. (39478G).....	20- 3-31
Anthony Berthiaume, Clerk, Gr. 4, Quebec not to be given supp. test for Postal Clerk. (J-A-3000).	11- 5-31
Miss T. L. Major supp. oral exam. for Graduate Nurse, London. (38957-2G)..	9- 7-31
Wm. Smith not to be given supp. exam. for P.B. Engineer-Caretaker. (PW-CA3-1050).	15- 7-31
Supp. prom. exam. for Clerk, Gr. 2, P.O. Dept. authorized in order that unsuccessful candidates in earlier exam. might be given an opportunity to qualify. (39416G-(Vol. 2)) (See Minutes of 18-6-31)	23- 7-31
W. H. Palmer, OAS, not to be given supp. test for Special Typist, Gr. 3, Department of Marine, Toronto. (M-25443).....	27- 7-31
Supplementary exams. which involve supervisors outside of Ottawa to be discontinued. (SUB. 73-(Vol. 2).	8- 8-31
A. A. Booth and Geo. Sanderson supp. exam. for Letter Carrier, North Battleford. (M-25842).....	3- 9-31& 10- 9-31
Miss E. Joynt not to be given supp. exam. for Graduate Nurse.....	8-10-31
Supplementary test under Sec. 23, C.S. Act, for employees Orillia and Sudbury Post Offices. (5-PO-C78).....	2-10-31
Miss E. Newton and M. I. Bathburn, London, given supp. exam. for Graduate Nurse, and placed on new E.L. According to the ratings they receive. (PH-PLo-122 and Sub. 24-DUP.4).....	13-10-31
J. C. Fleming supp. oral exam. for Immig. Inspector. (39569-6G).....	31-10-31
R. St. Denis supp. exam. for Clerk, Gr. 2. (PO-F-2143).....	11-12-31
E. H. Berwick not to be given supp. oral exam. for Cleaner & Helper but should further eligibles be required later he will be called for Exam. with B men on account of being a disabled returned soldier. (M-27107).....	24-12-31
R. St. Denis given supp. exam. in English to qualify for position of Clerk, Gr. 2, P.O. Dept. (PO-F-2143).....	4- 1-31
J. H. Wright not to be given supp. oral test for Customs Truckman at Toronto. (M-27310).....	13- 1-32
Henry Huddleston, Calgary, supp. exam. for Caretaker, P.W.D. (39677G).....	8- 3-32
Herbert J. W. Brockman to be given supp. oral test, etc., for Postal Clerk, Montreal. (m-28073).....	19- 3-32
Donald L. Anderson, OAS, who was rejected on account of not being bilingual to be given an oral supp. exam. for Letter Carrier, and if successful his name to be added to eligible list. (24-PO-(DUP.2).....	13- 5-32
Miss A. G. Fortin to be given supp. test in French typewriting. (AGR-12EF-3001).....	3- 8-32

CIVIL SERVICE COMMISSION—EXAMINATIONS—SUPPLEMENTARY—*Conc.*

	Date of Minute
J. Homer DeGrace to be given supp. exam. for Sub-Collector of Customs and Excise at Shippigan, N.B. (C-1C-4).....	10-11-32
Miss M. A. Z. Arsenault not to be given supp. test.....	20- 2-33
Supplementary examination disallowed for stenographers, grade 2, Montreal, where it was claimed that too short a time was allowed for the French paper. (PO-C24-3400).....	11- 4-33
Miss Eileen Picken and other eligibles on the Stenographer's list who were not notified in time to take recent test if the lapsing of such list, to be given another test in shorthand & typewriting. (OS-22695).....	23- 5-33
All the candidates for Immigration Inspector, Sarnia, having passed in every subject but shorthand and typewriting, a supplementary test in these subjects to be given in two months' time, the candidates to be advised and furnished with a statement of their marks. (I&C-E-750T).....	10- 6-33
Supplementary examination to be arranged for candidates for Graduate Nurse, Halifax, who missed original test, provided they wish to go to Halifax at their own expense for this purpose. (39857-6G).....	14- 6-33
Supplementary examination disallowed in case of Miss M. Daley. (37303G-(VOL. 9)).	14- 6-33
A. R. Stone to be given supplementary exam. for Third Secretary. (M-29055)....	26-10-33
Mr. M. J. Gordon to be given supplementary examination for positions of Clerk, Gr. 3, and Clerk, Gr. 2, etc., his absence from the written examination being due to illness. (R & C-WC-148F).....	25- 6-34
A. I. Waterson to be given supplementary test for position of Office Boy, his admission order not having reached him. (37852-Vol. 6).....	2- 8-34
Supp. test disallowed in case of Melvin G. Ralston, who received his admission order too late for the exam. for Postal Helper.....	14- 9-34
Second test in "sorting & comparing" for Postal Helper, North Bay, due to improper distribution and collection of papers. (PO-C29-3022).....	21- 9-34
Supp. exam. to be given to P. R. Robins for Customs Excise Clerk and Examiner, Hamilton, his application being discovered too late to admit him to the regular exam. (M-36008).	6- 6-35
Supp. test arranged for P. J. Mann, OAS, his application having been received too late for admission to Postal Helper exam. (PO-C38-7T).....	4- 9-35
J. Bound, Norham, Ont., to be given supp. exam. (PO-40043-C2G).....	23-11-35
C. A. McCracken to be given supp. exam. in spelling to qualify for promotion to Clerk, Grade 2. (AGR-F-25).	31-12-35
Supplementary exam. to be held for Customs Excise Examiner, Gr. 1, Outport, Northgate, Sask., in view of the number of candidates who were unable to attend the examination. (C-4G-44).	17- 2-36
Supplementary test in typewriting to be given Miss A. Beaulieu who reported to Supervisor before exam. that her machine was not in working order (T & C-FG-3008).	15- 7-36
Supplementary test in typewriting to be given G. Dumont because of wrong address on admission order. (J-PA-25T).....	23- 7-36
Supplementary test in typewriting to be given Miss Vera D. Brodie on account of absence from Ottawa at time of general test. (39427-35G-(Vol. 4))....	30- 7-36
Supplementary oral test to be given Elzear D'Allaire and Lucien Tremblay for positions of Postal Helper, Chicoutimi, having been unable to attend the one already held. (40043-C75G).....	5- 5-36
H. R. Hawkins not to be given supp. test as Steno. Gr. 1.....	13- 6-36
Supplementary test to be given Michael Brown as Linesman, owing to his admission order being sent to wrong address. (R&C-WS-276G).....	29- 6-36
Supplementary exam. given to L. V. J. Griffith, temporary employee prevented by illness from attending original test. (24-1-SGN-(Vol. 2)).....	24- 9-36
Arthur W. Elvin to be given supp. test for Cleaner & Helper position by a local board, because he is entitled to disability preference. (OS-47576).....	20- 1-37
When a competition has been completed, candidates not to be given separate examinations if Commission is not at fault. (M-44125).....	26- 1-37
Miss H. W. Kealy given supplementary test in typewriting for promotion to Stenographer, Grade 2. (I&C-H-335).....	20- 2-37
Candidates unable to present themselves at recent customs exams. to be allowed to take next exam. at another centre provided they pay their own expenses.	2- 3-37
Supplementary exam. not to be given when Commission is not at fault. A warning to this effect to be printed on next supply of application forms. (M-47423).	22- 5-37
Supplementary exam. refused in case of candidate given French instead of English paper. (M-52564).	15-10-37
Supplementary exam. not to be allowed on account of illness of candidate. (M-54896).	23-10-37

SESSION 1938
HOUSE OF COMMONS

CA1 XC 2

- 38C58

SPECIAL COMMITTEE

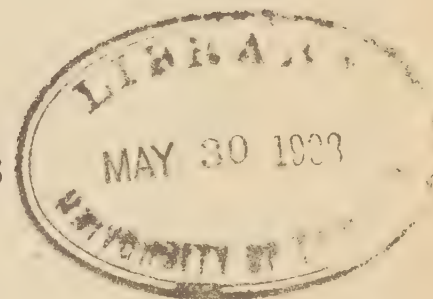
ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 17

WEDNESDAY, MAY 25, 1938



WITNESSES

Mr. C. H. Bland, Chairman, Civil Service Commission.

Mr. A. Potvin, Commissioner, Civil Service Commission.

Mr. W. J. F. Pratt, Private Secretary to Minister of Mines and Resources
and Chief of Personnel of that Department.

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

MAY 25, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 4.00 o'clock, p.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Cleaver, Fournier (*Hull*), Glen, Golding, Green, Jean, Lacroix (*Quebec-Montmorency*), MacInnis MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart, and Tomlinson—16.

In attendance:—

Mr. C. H. Bland, Chairman, Civil Service Commission.

Mr. A. Potvin, Commissioner, Civil Service Commission.

Mr. J. H. Stitt, Commissioner, Civil Service Commission.

Mr. W. J. F. Pratt, Private Secretary to the Minister of Mines and Resources, and Chief of Personnel of that Department.

The clerk read the report of the sub-committee which is as follows:—

The sub-committee on the Civil Service Act met this 17th day of May at 4.00 o'clock, p.m.

Mr. Fournier's motion respecting the amending of Standing Order 63 by adding thereto a Standing Committee on Civil Service Matters was considered. It was decided to recommend that the number of members constituting the committee should be changed to 15, and that the quorum should be 9. The motion as amended reads as follows:—

"Whereas it is expedient and in the interest of the public, the civil service and the Civil Service Commission, that a standing committee on civil service matters be appointed at the commencement of each session of parliament.

"That this Committee recommend to Parliament that Standing Order 63 be amended by adding after clause (*k*) of said Order, the following clause (*l*)—on civil service matters to consist of fifteen members, nine of whom should constitute a quorum."

The establishment of an Appeal Board in each Department, and the allotting of merit marks to each civil servant by his superior officer was discussed, and it was agreed to have these subjects brought to the attention of the Committee.

It was agreed to recommend that Mr. Bland, Mr. Stitt and Mr. Potvin be heard at the next meeting of the Committee.

All of which is respectfully submitted,

J. F. POULIOT,
Chairman.

On motion of Mr. Tomlinson it was resolved,—

That the report of the sub-committee be adopted, and that it be included in the final report to the House.

The Chairman read an editorial from *The Citizen* dated June 28, 1922, respecting the Civil Service Commission.

Mr. W. J. F. Pratt, was called, sworn, examined and retired.

Exhibits "A", "B" and "C" were filed by the Chairman. These were photostat copies of letters from the Secretary of the Civil Service Commission to Mr. W. W. Cory dated July 16, 1918, and July 29, 1918, and certificate of qualification signed by M. G. LaRochelle dated July 29, 1918, respectively.

Mr. C. H. Bland was recalled, examined and retired.

Mr. A. Potvin was called, examined and retired.

On motion of Mr. Tomlinson the Committee adjourned to meet again Thursday, May 26th at 4.00 o'clock, p.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS,

Room 268,

May 25, 1938.

The Select Special Committee on the Civil Service Act met at 4 p.m. Mr. J. F. Pouliot, the chairman, presided.

The CHAIRMAN: Gentlemen, we have a quorum.

I will ask the clerk to read the report of the sub-committee.

The CLERK: "Ottawa, May 17, 1938: The sub-committee on the Civil Service Act met this day at 4 o'clock p.m.

Mr. Fournier's motion respecting the amending of Standing Order 63 by adding thereto a Standing Committee on Civil Service Matters was considered. It was decided to recommend that the number of members constituting the committee should be changed to 15, and that the quorum should be 9. The motion as amended reads as follows:—

'Whereas it is expedient and in the interests of the public, the civil service and the Civil Service Commission, that a standing committee on civil service matters be appointed at the commencement of each session of Parliament.

'That this committee recommend to Parliament that Standing Order 63 be amended by adding after clause (k) of the said order, the following clause (l)—on civil service matters to consist of fifteen members, nine of whom should constitute a quorum.'

The establishment of an Appeal Board in each department, and the allotting of merit marks to each civil servant by his superior officer, was discussed, and it was agreed to have these subjects brought to the attention of the committee.

It was agreed to recommend that Mr. Bland, Mr. Stitt and Mr. Potvin be heard at the next meeting of the committee.

All of which is respectfully submitted."

The CHAIRMAN: Gentlemen, usually I pay very little attention to the comments of the press, but after the last sitting both of Ottawa's delightful contemporary newspapers took exception to our procedure here. I am not going to answer either the *Citizen* or the *Journal*. The *Citizen* will answer itself, and here I have an editorial of June 28, 1922, which is much stronger than any criticism that has been made in this committee by any member; and, if there is no objection, gentlemen, I will read it. I have had copies made of the editorial, and I am giving a copy to each of the representatives who is present. The editorial reads:—

"THE CITIZEN,"

June 28, 1922.

DR. DESLAURIERS' CHARGES

If the system of competitive examinations is to be maintained and perfected and the merit system firmly established in the administration of the Canadian civil service, one of the first and most elementary conditions to be observed is that those engaged in supervising and recommending appointments be above criticism and beyond suspicion. If those

whose task it is to see that the rules are followed and appointments and promotions made without favour fail in their duty to observe strictly the spirit and letter of the Act which is their guide and charter, the whole structure of fair and impartial administration falls to the ground.

Without wishing to imply that those so engaged have deviated from the straight path of duty, there are certain facts recently brought to light which seem to deserve discussion in relation to the principle indicated above. These facts are found in the Hansard report of House of Commons debates and form part of the speech of Dr. Hermas Deslauriers of St. Mary division of Montreal. Due to an oversight on the part of the press representatives, the speech of Dr. Deslauriers was not given the publicity it would have received under ordinary conditions, but the revised Hansard copy of the remarks is now going the rounds of the service and is occasioning varying comment. One or two civil servants have been urged to write to the *Citizen* on the subject, asking why the speech was not circulated in the press.

What Dr. Deslauriers alleges is that certain permanent officials of the Civil Service Commission have been managing affairs in that department so that they have secured for themselves, through what he calls a "family compact," some "scandalous increases" in salary. He also states that when questions are asked in the House regarding these officials, the answers given are either evasive or not in accordance with the truth. And he brings forward evidence to substantiate his charges. Dr. Deslauriers first takes the case of Mr. C. V. Putman, chief of the organization branch of the Commission. In 1920 certain questions were asked concerning this employee and answers given. They were asked by Mr. Copp (now Secretary of State) and replied to by Mr. Sifton. In 1922 the same questions were asked by Mr. Fournier (Bellechasse) and replied to by Mr. Copp.

The answers received by Mr. Copp in 1920 do not coincide with those made by Mr. Copp in 1922. In the words of Dr. Deslauriers, in 1920, it was stated that Mr. Putman was 32 years old, in 1922 that he was 33. In 1920 it was officially stated that Mr. Putman had eight years' banking experience, six years' engineering experience, one year and a half with the Civil Service Commission. In 1922 he had 6 and a half years' banking, 8 years' engineering experience and 2 years' civil service experience. It was claimed that he was a graduate civil engineer, which would mean that in one case he graduated at 15½ and in the other, at 16½.

Mr. Putman's salary rose from \$1,500 in 1918 to \$3,840 in 1921, or \$2,340 in three years. There is probably nothing wrong in that. But Mr. Putman is not alone in the matter of handsome increases of pay. Mr. W. Foran, Secretary of the Commission, according to Dr. Deslauriers, received \$4,000 in 1918 and \$5,100 four years later. He also received, again according to Dr. Deslauriers, \$1,220 as back pay. Assistant Secretary (I do not mention his name) rose from \$3,060 in 1919 to \$3,180 in 1922, with \$1,315 in back pay. Mr. R. B. Veit, the report further claims, received \$1,550 in 1918 and \$2,520 in 1922, with \$363 as back pay. Again it may be said that there is probably nothing irregular in these facts. But that is not all of the interesting information brought out. The member for St. Mary names three former women employees of the Commission. One, he asserts, is the eldest daughter of Mr. Foran, another, the wife of the chief accountant of the Commission. Their names appear in the Auditor-General's report for 1921, and Dr. Deslauriers is moved to ask: "Can any better family compact be found administering the affairs of the country, especially when it is a question of having salary increases."

But though all the goings-on which Dr. Deslauriers calls attention to may be demonstrated to be quite legitimate and correct according to regulation, what will the rank and file of the service think? What construction will be placed on the information given to the House by those public employees, who have vainly sought just increases and reasonable rates of pay? What interpretation will be given to this interesting recital by returned men who have been dismissed from the service and who have repeatedly asserted that in many instances women are taking their places? The obvious conclusions, if Dr. Deslauriers is correct in his charges, is that special consideration has been shown to the officials named or that the commissioners seem to have permitted an abuse of power to the material advantage of certain members of their staff.

But too hasty or too harsh judgment must be guarded against. Few will see that Mr. Foran and his colleagues are overpaid, considering their responsibilities. The danger lies in the suspicions that will inevitably arise and the loss of confidence that must ensue, with the consequent lack of co-operation and trust. Perhaps it is not too much to ask the Commission for its side of the matter.

That is in answer to the *Citizen* and the *Journal*.

Mr. Pratt.

W. J. PRATT, called.

Mr. TOMLINSON: Mr. Chairman, I wonder if I could not move that motion in connection with the sub-committee's report? I would like to move the adoption of that report.

The CHAIRMAN: I asked the committee if it was agreed to and the answer was Yes.

Mr. TOMLINSON: I will put it through in the form of a motion.

Mr. GLEN: Seconded.

Mr. MACNEIL: Does that mean it is submitted to the House as an interim report?

The CHAIRMAN: Yes, or to-morrow if you wish, or I may postpone my report until we come to the main report.

Mr. MACNEIL: I thought that was the understanding.

The CHAIRMAN: Just as you wish.

Mr. TOMLINSON: My motion will be that that be reported in the main report.

Mr. MACNEIL: If that report is adopted, is that the agenda for the day, or is the witness now called being called in accordance with the agenda arranged for in the sub-committee?

The CHAIRMAN: The other day the sub-committee decided to call some members, and the three commissioners are here.

Mr. MACNEIL: I did not know the reason you called the present witness.

The CHAIRMAN: I will ask the witness one question and you will understand the reason.

By the Chairman:

Q. Mr. Pratt, are you in charge of personnel in the Department of Mines and Resources?—A. Yes.

Q. Will you please look at the file.

Mr. FOURNIER: Is the witness sworn?

The CHAIRMAN: We may swear him, if you wish.

(Witness sworn).

By the Chairman:

Q. Will you please look at exhibit A, a letter dated July 16, 1918, and tell me if this photostatic copy is a true copy of the letter that you have on the official file of the department?—A. It is.

Mr. TOMLINSON: Might we have that letter read?

By the Chairman:

Q. Will you please read it?—A.

July 16th, 1918.

SIR,—The bearer, Mr. W. H. Foran, has been selected for temporary employment as one of the two filing clerks requisitioned in your letter of the 15th instant, for the Department of Immigration and Colonization. Mr. Foran was one of the successful candidates at the recent competitive examination for Third Division clerkships. He has also had seven months experience as a filing clerk in the Department of the Interior.

I am, sir,

Your obedient servant,

(Signed) W. FORAN,
Secretary.

W. W. CORY, Esq.,
Acting Deputy Minister of
Immigration & Colonization,
Ottawa, Ont.

By Mr. MacNeil:

Q. May I ask how it is signed?—A. It is signed in his own hand, I take it.

Mr. TOMLINSON: He cannot swear to it if it is not his signature.

The CHAIRMAN: No.

By the Chairman:

Q. Is this the first letter the department received from the commission or from Mr. Foran regarding the appointment of W. H. Foran?—A. In this connection, yes. There may have been others when he was appointed to the Department of the Interior, but they are not here.

Q. As temporary?—A. Yes. We tried to locate the file but were not successful.

Q. This is Mr. Foran's first letter on behalf of his son on the departmental file?—A. Yes.

Q. Will you please look up the certificate dated the 29th of July, thirteen days afterwards, and signed by Mr. M. G. Larochelle and counter-signed by W. Foran, then tell us if exhibit B is an exact copy of the certificate on file?—A. Yes, it is.

Q. Will you please read it?—A.

This is to certify that Mr. W. H. Foran possesses the requisite knowledge and ability, and is duly qualified as to age, health, character and habits, for temporary employment as a filing clerk for six months in the Department of Immigration and Colonization, in accordance with the provisions of section 23 of the Civil Service Act, 1918, at a salary of \$900 per annum to date from the 16th July, 1918.

Dated this 29th day of July, 1918.

By order of the Commission.

(Signed) M. G. LAROCHELLE,
For Chairman.

Countersigned,
(Signed) W. FORAN,
Secretary.

[Mr. W. J. F. Pratt.]

It is addressed to the Acting Deputy Minister of Immigration and Colonization, Ottawa.

Q. Will you please look at a letter dated July 29, the same date, from Mr. W. Foran, Secretary of the Civil Service Commission, addressed to Mr. Cory, with regard to the gentleman, and tell us if exhibit C is an exact copy of the letter on the departmental file?—A. It is.

The CHAIRMAN: That is all right, thank you.

Mr. TOMLINSON: I wish you would read that letter.

The WITNESS: This is addressed to W. W. Cory, 29th July, 1918.

SIR,—I have the honour to enclose herewith, Certificate for the temporary employment of Mr. W. H. Foran in your Department, in accordance with the provisions of Section 23 of the Civil Service Act, 1918.

I am, Sir,

Your obedient servant,

(Signed) W. FORAN,
Secretary.

The CHAIRMAN: Mr. Bland, please.

C. H. BLAND, Chairman, Civil Service Commission, recalled.

By the Chairman:

Q. Will you please look at the letters which have been tabled as exhibits A, B and C, and tell the committee if they are the signatures of Mr. William Foran that appear on each?—A. I should think they are, Mr. Chairman.

Mr. TOMLINSON: Mr. Chairman, would it not be better if we had Mr. Foran here?

The CHAIRMAN: No, and I do not want to have him because he made such a poor performance the other day, and he is most unreliable.

Mr. CLEAVER: Mr. Chairman, if anything turns on this of importance, I think you should have the opinion of a handwriting expert. It is hardly fair to make the present chairman of the commission a handwriting expert. He can say as to whether the signatures are similar, but if anything of importance turns on it I think you should have the opinion of a handwriting expert.

The CHAIRMAN: I have no objection to that, gentlemen.

Mr. TOMLINSON: I think, Mr. Chairman, in all fairness I would rather have Mr. Foran acknowledge his own signature or a handwriting expert.

Mr. CLEAVER: I would like to ask the witness a question, if I might, Mr. Chairman.

The CHAIRMAN: Certainly.

By Mr. Cleaver:

Q. Did that section of the Act, section 23, as then in force in 1918, have the competitive provision in it similar to the present comparable section of the Act?—A. I will just get the Act. I am sorry, Mr. Cleaver, that I have not got the 1918 Act here. My recollection is that it was not the same section which at present exists. That is only a recollection.

Q. Could you tell me from recollection as to whether section 23 of the then Act made it compulsory on the commission to call first the candidates who had taken the highest marks?—A. Well, I am afraid I would have to look up the Act.

Mr. TOMLINSON: I was going to say that if the witness has not the Act here I do not see how he could answer that question.

The WITNESS: It is difficult to answer without having the Act.

The CHAIRMAN: Gentlemen, is it your desire that we should have a handwriting expert?

Mr. JEAN: Mr. Chairman, I think the better thing would be to ask Mr. Foran if he acknowledges the signatures on those papers. Supposing they are not his signatures, then you might have an expert. But that is the only way to make proof of his signature.

Mr. TOMLINSON: Before we go into this any further, Mr. Chairman, those letters are important, in my mind, according to section 23 of the Act at that time, and I think the proper way would be to call Mr. Foran as to whether he signed those letters or did not sign them.

The CHAIRMAN: He denied positively having any knowledge of the thing. And I will tell you honestly that I did not believe him. You may call him if you wish, but I do not believe him after what—

Mr. TOMLINSON: I would like to call him, Mr. Chairman, at the next meeting, as he is not here to-day, and ask him whether he signed those letters or not. I would like the privilege of asking him that question.

Mr. JEAN: That is the only way to prove it.

The CHAIRMAN: I know, but we have peculiar circumstances here. He denied positively having signed those letters, and he said they were signed by somebody, and that he never knew of the appointment.

Mr. TOMLINSON: I quite realize that.

Mr. MACINNIS: Was this letter presented to Mr. Foran as it appears here on the file? Was it presented to him when he was on the witness stand?

The CHAIRMAN: I did not have the departmental file, I had a copy. The signature was on the departmental file.

Mr. TOMLINSON: He made certain statements, but he should be able to say whether he did or did not, and I would like to have him here to ask him that question myself.

The CHAIRMAN: There is another point. We will leave it at that for a moment and you will decide, gentlemen, what you want to do.

Mr. CLEAVER: Mr. Chairman, I would like to ask the witness one question, if I might.

The CHAIRMAN: Yes.

Mr. TOMLINSON: I would make that motion right now, that Mr. Foran be called at the next meeting to either acknowledge his signature or deny it in connection with these particular letters. I do that because he is available and, therefore, while he is available we should not call expert evidence until such time as he denies those signatures and we feel that there is a possibility that they are his signatures. I would make that motion right now.

The CHAIRMAN: It is up to you, gentlemen.

Mr. TOMLINSON: It is important.

Mr. SPENCE: If he admits signing those letters, there is no need calling an expert.

The CHAIRMAN: I will leave it to you, gentlemen, to decide. Mr. Tomlinson has just moved that Mr. Foran shall be called at the next sitting to give evidence about those letters.

Mr. MULOCK: I will second that motion.

The CHAIRMAN: Then it is agreed.

[Mr. C. H. Bland.]

There was another statement made by Mr. Foran. He said that most of the men that were ahead of his son—his son was 234th on the eligible list—were placed before him. I have a statement here which has been signed by Miss Saunders.

By the Chairman:

Q. Would you read that letter, Mr. Bland?—A. Aloud?

Q. Yes, you may read it aloud, please.—A. All right. This is a letter dated May 23, 1938, signed by Miss E. Saunders, assistant secretary of the Civil Service Commission. The letter reads as follows:—

“DEAR MR. POULIOT,—Referring to your letter of the 21st instant addressed to the chairman, I am, by direction, enclosing herewith a copy of the notice regarding the competitive examinations for the Civil Service of Canada held in May, 1918. I am also enclosing a list, in order of merit, of the Ottawa candidates, male, from 1 to 118 inclusive who were successful at the qualifying and third division examination held in May, 1918, showing in each case the date of temporary and permanent appointment where such information is available.

You will observe that the male candidates only have been checked, as it is perfectly obvious from our records, incomplete as they are, that the departments must have made requisition for male employees before asking for the remainder of the female candidates and that, in order to satisfy their demands, it was necessary to come down the list and pick out the successful male candidates for employment. Practically all of the women were appointed at a later date.

You will appreciate the fact that, for the year 1918, our records and files are by no means clear. I have no doubt that, in Ottawa itself, when a requisition was received the candidate next on the list was telephoned rather than written to and that, if he was not available, the next one was tried and probably no note made of the first attempt. Moreover, there are always cases where the candidate is not immediately available and waives his claim to appointment for a certain time, which probably accounts for the only two cases where the appointment appears to be later than that of Mr. Foran.

As you have repeated your request for a list of those outside of Ottawa, I am having the remainder of the eligible list checked, but this takes a considerable time as the information is not readily available.

Yours very truly,

E. SAUNDERS,
Asst. Secretary.”

By Mr. Tomlinson:

Q. Mr. Bland, might I ask you a question right there? Have you any knowledge, from the information contained in that letter, that this examination was confined to Ottawa?—A. I do not think it was, no.

By the Chairman:

Q. Now, Mr. Bland, how many names are before that of Mr. Foran there on the list?—A. I have not the list here. Have you the list?

Q. Yes, it is there.—A. This is the list of the male candidates only.

Q. Never mind. That is satisfactory for the time being.—A. Male?

Q. Will you please tell me how many people are there on the first list to the left?—A. Yes. There are thirty-four ahead of Mr. Foran.

Q. Yes. How many were in the service before the examination took place?—A. Fifteen.

Q. How many are there for which there is no record, for temporary appointment?—A. Seven.

Q. How many on those lists besides those already in the department were appointed before Mr. Foran?—A. Mr. Foran was appointed on the sixteenth of July; and prior to that, in addition to those already in the service, there were two appointed.

Q. Two appointed?—A. Yes.

Q. Therefore, according to the record of the commission, although he was 234th on the list, he was appointed seventeenth or eighteenth, temporarily?—

A. Well, there are two other cases reported there of men—one of whom was not previously available and one who had been previously appointed and whose services were dispensed with.

Q. That makes nineteen?—A. Yes.

Q. Therefore he was 234th on the eligible list and he was nineteenth for temporary appointment?—A. He was 234th, as I recollect, for all Canada; 117th for Ottawa; and what was it, 35th, for the male candidates in Ottawa.

By Mr. Spence:

Q. He was 35th of the male candidates, did you say?—A. Let me count them again. Yes, 35th of the male candidates in Ottawa.

By the Chairman:

Q. And 35th of the male candidates in Ottawa?—A. Yes.

Q. And those are all the male candidates in Ottawa?—A. Yes. I think that is correct.

By Mr. Glen:

Q. What was the date of the examination and the date of his appointment?—A. The examination was held in May, 1918; and he was appointed in July, 1918.

Mr. TOMLINSON: I do not think it makes any difference. The question is as to what was done at the time.

By the Chairman:

Q. Yes; and although he was 35th, how many of those who were ahead of him on the eligible list at Ottawa secured permanent appointment only after him? That is mentioned in another column.—A. Permanent appointments? I will have to look at that for a moment. Eleven.

Q. Eleven?—A. Yes.

Q. He was 35th; and he passed ahead of eleven for permanent appointment?—A. Eleven, apparently, were made permanent after he was appointed.

By Mr. Fournier:

Q. He was the 12th permanent appointee?—A. Yes. No, that is not quite correct. I understood the chairman's question to mean how many were appointed permanent after Mr. Foran.

The CHAIRMAN: Yes.

The WITNESS: Eleven were appointed after he was appointed.

By Mr. Tomlinson:

Q. How many were appointed before—appointed permanently?—A. Appointed permanently?

Q. Yes.—A. He was appointed on January 1, 1919. I see eleven appointed before him.

[Mr. C. H. Bland.]

By the Chairman:

Q. Yes. He was appointed permanently six months after he was appointed temporarily, and some others who were already in the service were appointed a year or two afterwards.—A. That is true.

By Mr. McInnis:

Q. Would the tabulation you have before you indicate to you that there had been some manipulation in the appointments?

Mr. TOMLINSON: That is an unfair question.

The WITNESS: Not necessarily.

Mr. MCINNIS: What are we going to show by the tabulation?

The WITNESS: Before I could answer that question, Mr. McInnis—I would say not necessarily at all—but I would have to study those files and find what the facts are before I could explain to you how the appointments at that time were made.

Mr. TOMLINSON: That is a very unfair question to ask the witness.

The CHAIRMAN: Mr. Reporter, would you please read that question?

Reporter reads question of Mr. McInnis.

The CHAIRMAN: Oh, no, no. It is not a fair question.

Mr. FOURNIER: Mr. Bland was not in the country at that time.

The WITNESS: No, I was not.

Mr. TOMLINSON: You were overseas.

Mr. MCINNIS: What is the purpose of your previous question?

Mr. FOURNIER: You did not know that they were doing this at the time.

Mr. MCINNIS: What is the purpose or the reason for this?

The CHAIRMAN: Do not take this Mr. Reporter, and I will answer Mr. McInnis.

Following discussion.

By Mr. McNiven:

Q. Mr. Bland, was there any difficulty in getting employees in 1918 for the civil service—in July, 1918?—A. I can only go by what I was told at the time. I think it was difficult to secure employees at that time.

Mr. SPENCE: Sure it was—everywhere.

By Mr. McNiven:

Q. Yes. There is a form here, of which we have a photostatic copy, showing the signature of—whose signature is that? It is dated July 29, 1918.—A. Well, that is the question I was just asked a few moments ago. Whose signatures are these?

Q. No, whose signature is that (indicating)?—A. Well, I would say again that it appears to be the signature of Colonel LaRochelle, who was then a member of the Civil Service Commission.

Q. Would that document have been valid without the signature of the chairman—on behalf of the chairman?—A. I can only answer that by knowing the circumstances under which Colonel LaRochelle signed that. If the chairman had signed, I would say it was valid.

Q. Would it have been effective without the signature of a member of the board?—A. He was a member of the board.

Q. I say, without the signature of a member of the board?—A. There were two members of the board at that time.

Mr. GLEN: Would it have been effective?

By Mr. McNiven:

Q. Would it have been effective without the signature?—A. No, it would not; not without that signature.

Q. From that document, the appointment of W. H. Foran was apparently made on the authority of the board?—A. That is true.

Q. And if Mr. Foran's signature appears on there, it is merely as it states, being countersigned?—A. Yes.

Q. In the course of his ordinary duties?—A. I think that is true. I take it that the practice at that time was to have a certificate signed by one or more members of the board and also countersigned by the secretary.

Q. So that if there is any responsibility in connection with the appointment of Mr. W. H. Foran, it rests fairly and squarely with the board?—A. I think that is true.

By Mr. Tomlinson:

Q. I would like to go a little further than that. I have a great deal of respect for my legal friend. Why would it be necessary for Mr. Foran, that is W. H. Foran, as secretary, to countersign that letter?—A. You are asking me the same kind of question you thought I should not answer a moment ago. I do not know what the reason was at that time.

Q. You do not know the reason?—A. No.

Q. But there must have been some reason?—A. Yes.

Mr. McNIVEN: Let me suggest it to you.

Mr. TOMLINSON: No; no suggestions, please.

By Mr. McNiven:

Q. Would it not have been part of the routine of the office, and the duty subsequently and at present performed by the present secretary of the Civil Service Commission?—A. Well, it apparently was the system at that time that certificates should be signed by a member of the board and also countersigned by the secretary of the commission.

Q. Has there been any change in the system?—A. Yes. Certificates at present are very much more numerous than they were then. Consequently, the members of the board do not sign the certificates now.

By Mr. Tomlinson:

Q. You are only giving your own opinion. You were away at that time?—A. That is quite true.

Q. And it would, after all, be better if we had Mr. Foran to certify as to whether it was necessary at that time or not?—A. Certainly.

By the Chairman:

Q. In the records of the commission did you find anything on or before the 16th of July to the effect that the commission or any of the commissioners had approved of the appointment of young Foran?—A. I do not know. I would have to ask Miss Saunders that question.

By Mr. Fournier:

Q. Are appointments now made after a resolution of the board? When you appoint a man, what is the procedure there in the commission?—A. When an appointment is now made the procedure is as follows: An eligible list is established containing the names in order of merit of the persons who have passed the examination. The chief assignment clerk, when a request is received, assigns the first person on such list and reports the name of the person whom he is assigning, and the commission approve of that in what might be called pro forma minutes of the day.

[Mr. C. H. Bland.]

Q. But you have a minute book mentioning the appointment?—A. Yes.

Q. At that time in 1918 did they have a minute book registering appointments?—A. I do not know.

By Mr. Jean:

Q. Was it necessary as a condition for the issuing of a certificate, to have the recommendation of the secretary of the Civil Service Commission?—A. I would not think so.

By Mr. McNiven:

Q. There is another letter dated July 29, 1918. Is that a form letter?—A. Yes, that appears to be a form letter.

Q. In which the name of W. H. Foran is typed?—A. I say that because the letter is obviously printed in a form with spaces left for certain insertions.

Q. And it is signed by W. Foran as secretary?—A. Yes.

Q. And there are certain initials appearing on it—E.L.S., whose initials are those, do you know?—A. I would imagine that those initials were placed on the letter in the Department of the Interior rather than in the commission.

Q. And whose name—A. Mr. Morisset was the officer in charge of records in the Department of Immigration. This was probably an indication to whom the letter was to be sent when it was received in the Department of Immigration. E.L.S. I do not know.

Q. Is there any indication of who dictated the letter? I noticed the letter "B" on there somewhere.—A. It seems to be I.L.W. at the head of the letter. I do not know whose initials those would be.

By Mr. Tomlinson:

Q. Mr. Chairman, you will not swear to any of those letters?—A. Swear to what?

Q. Swear to the signatures?—A. No.

By Mr. McNiven:

Q. Here is the letter "B" at the top here.—A. I do not know who "B" was in July 16, 1918. If it were 1938, I might ponder it more carefully.

By Mr. Fournier:

Q. When out-of-turn appointments are made to-day, there is a note of them in your minute book, I understand?—A. Yes.

Q. Do you know at that time if, when they made out-of-turn appointments, there was any reason given in a certain book or some place where we could find it?—A. I do not know whether a minute was kept at that time in the same form as it is kept to-day or not; but I will be very glad to find out for you.

Q. You do mention appointments out-of-turn, frequently?—A. No, I would not say it is done frequently. Occasionally an out-of-turn appointment is made, but not often, if the appointee possesses some special qualification.

Q. Those qualifications are asked for by the department which wants the appointment?—A. Yes. But do not let us imagine for a moment that they are frequent. They are not frequent.

Q. They are on these lists?—A. But these are lists running over fifteen and sixteen years.

By Mr. MacNeil:

Q. Do you always get in touch with the next person on the eligible list to see if that person is available?—A. Yes.

Q. What would you say as to the point made by Miss Saunders in the communication, that they may have communicated with all those individuals and found they were not available?—A. I think they would have probably, yes.

By Mr. Tomlinson:

Q. That is only probability.—A. Of course, I can only give you probabilities if you persist in asking me questions about things I do not know about.

Q. I am not asking you.—A. I can only tell you what I think happened at the time.

By Mr. McNiven:

Q. On your return from overseas when did you join the Civil Service Commission?—A. I was in the department prior to going overseas and I returned in May, 1919.

Q. Mr. Foran gave evidence that in the summer of 1918 many thousands of applications had been dumped on the door-step of the Civil Service Commission?—A. Yes?

Q. Had those been attended to at the time you came back?—A. Well, if those had been attended to, there were just as many more to be attended to. There was still a very vast accumulation.

Q. So that the responsibility imposed in the summer of 1918 had not been relieved?—A. No. They had certainly not been cleaned up.

By the Chairman:

Q. Just one or two questions, Mr. Bland. There is another letter thirteen days before the 16th of July.—A. I beg your pardon?

Q. There is another letter thirteen days before the 16th of July.—A. This file begins with a letter from the department dated July 16.

Q. No, Mr. Foran's letter.—A. The first letter is one from the department to the commission dated July 16; then comes a letter from Mr. Foran to the department of the same date with a certificate.

Q. Just a minute—A. Dated thirteen days later.

Q. Will you please look at the letter of July 16 signed by Mr. Foran and tell me if there is anything in that letter mentioning that young Foran has been selected by the commission or by any commissioner at that time, thirteen days before Larochelle signed the certificate.—A. The letter reads:

The bearer, Mr. W. H. Foran, has been selected for temporary employment as one of the two filing clerks requisitioned in your letter of the 15th instant for the Department of Immigration and Colonization.

Mr. Foran was one of the successful candidates at the recent competitive examination for third division clerkships. He has also had seven months' experience as a filing clerk in the Department of the Interior.

That is all that is there.

Q. Up to now you have found nothing to the effect that there is any decision of the commission or any commissioner to that effect?—A. I have not looked, but I will be glad to do so. I will ask Miss Saunders to look for the minutes of that time.

Q. That is all right, because I asked her at that time.

By Mr. Fournier:

Q. It does not appear in the file?—A. It does not appear in the file.

By the Chairman:

Q. That letter is only a letter from Mr. Foran, secretary of the commission?—A. That is true.

[Mr. C. H. Bland.]

By Mr. MacNeil:

Q. The certificate for temporary employment is issued on a standard form?
—A. Yes; it is a printed form.

Q. In which provision is made for the counter-signature of the secretary?
A. Yes, that is true.

Q. The counter-signature would be merely a matter of routine following the decision of the commission?—A. Yes, I think so.

By Mr. Tomlinson:

Q. Let us figure this out. You say it is a matter of routine. Is it not a matter of importance that the secretary counter-sign that?—A. Well, it depends on the point of view, Mr. Tomlinson; the important thing is that the person who is appointed be next in turn on the eligible list, and that selection is the work of the assignment clerk. The assignment clerk is responsible for seeing the next person on the list secures the next appointment. He reports that to the commission and the issuance of the certificate by them is largely a matter of routine. That is what I meant by "routine".

By Mr. Mulock:

Q. Who was the assignment clerk at that time? Would you have records to that effect?—A. I can get the record; I would not know.

By Mr. MacNeil:

Q. Would you tell us if the assignment clerk was directly under the jurisdiction of the secretary or the commission—A. I do not know at that time.

By Mr. Tomlinson:

Q. I find the secretary signs as a matter of routine. We pay him \$5,600, and I do not think it should be a question of routine.—A. Well, I tried to explain what I meant by routine. The issuance of the certificate itself is not of importance. The important part of the transaction is the selection by the head assignment clerk of the next person on the list.

Q. Do you not say that it is important that every signature that goes on a certificate be made for one reason or another—it is a double check?—A. Yes, it is; that is true.

Q. Would you not say it is important? It is not just a matter of routine, because surely the secretary does not just stick his signature on anything that comes before him.—A. Well, at that time what I imagine took place, and what has taken place on a good many occasions since, is this: there would be hundreds of certificates coming through for appointments of new employees. They were certified as having been taken in order of merit by the chief assignment clerk from the list. It seems to me it is more or less a matter of routine for the secretary or the commissioner who might be signing these to see the certificate of the chief assignment clerk that everything was regular and in order and then to sign these certificates. He obviously would not check that eligible list himself.

Q. He would certainly consult with somebody else before signing?—A. He would have the signed statement of the chief assignment clerk who saw that it is all in order.

Q. He would take his word that it is in order?—A. Yes.

By Mr. MacInnis:

Q. It does not follow that because it is a matter of routine it is not important?—A. No, it does not.

By Mr. Jean:

Q. Do the records show anything between the letter of Mr. Foran and the certificate?—A. No, the record shows nothing between.

Mr. FOURNIER: I suggest we proceed with the next witness.

Mr. McNIVEN: I second it.

Mr. GLEN: Will we have this thing up again at the next meeting?

The CHAIRMAN: I have no objection.

Mr. GLEN: I do not want to see anything more of it.

The CHAIRMAN: If you are ready to leave it at that I have no objection; but I want every witness to tell the truth before this committee. What the papers must understand is that it is not what happened twenty years ago but what happened in the evidence that is given before this committee. I do not want to stand for any half-truths. I want the whole truth, and that is why we are here. If it is impossible to get the truth, good-bye.

Mr. BLAND: May I ask a personal question? Is there any thought in anyone's mind that I have avoided giving the truth?

The CHAIRMAN: No, I have not said that. But I will tell you one thing, with respect. It is not a question of being against or for a witness; it is a question of getting the truth from him without any padding and without any taint, or anything like that. I want the truth and the whole truth, and the evidence of every witness will be more appreciated if it is the whole truth.

Mr. BLAND: I just want to say this, and I won't say anything more. I have tried to give you and the committee at all times the truth, the whole truth, and nothing but the truth, and I hope the committee appreciates that.

Mr. TOMLINSON: I am convinced.

The CHAIRMAN: I am convinced, but now I am speaking of the evidence of a former witness, and I was shocked by it—I was shocked. Some members may feel lenient about it; but we are here to listen to witnesses, and if any witness does not tell the truth I do not see the use of bringing him back again; but if it is your wish, gentlemen, everything will be decided according to your wishes.

Mr. TOMLINSON: I have a motion before the committee.

The CHAIRMAN: Exactly. I can give you my personal opinion; but my personal opinion is dropped before the wishes of the committee.

Mr. GLEN: What I have in mind is this. Maybe I am dumb; I do not see it at all. My thought was, when you read these letters this afternoon, and editorials from the papers and had Mr. Bland in the witness box giving evidence with regard to certain letters that were there, that you were endeavouring to arrive at a principle regarding preference in appointments. All right. So far as I am personally concerned, my mind is made up in regard to what may be said in the report of this committee; namely, that if there is evidence before the committee showing that preference has been given to any particular individual with regard to employment in the service to-day, that this committee recommends that it shall not happen in the future; because personally I should like to see the thing end and to see where I am going. If it does happen that this young man has had preference over other appointees, that was eighteen or twenty years ago. What can this committee do? Can they suggest to the Civil Service Commission that he should be dismissed because he was improperly appointed twenty years ago, or shall we take it, as I think it is the wish of this committee, as a statement of principle which should be in vogue in the Civil Service Commission, namely where there is an eligible list that list shall be exhausted, one, two, three, until the end and when that is exhausted a new examination be held? Having arrived at that principle this committee will be in a position to make a report stating that in their view this method should

[Mr. C. H. Bland.]

be adopted. As far as I can understand Mr. Bland's evidence that is the principle under which they work.

I am really concerned about the completion of the evidence of this committee, and I can see if we have Mr. Foran here again and have a repetition of what happened at the previous meeting, then we are going to have another session which is devoted to investigation. I can see where we are really in a position now to make a report with the evidence that is before us. There is some talk of the session ending very quickly. I am anxious to see all those who wish to make representations do so. I believe they should have an opportunity to do so, and our report will be as full and as complete as the evidence we have now before us can make it. I may say that I think we should deal with principles now, and I do not want to see Mr. Foran here again.

The CHAIRMAN: Mr. Glen, the Civil Service Commission is a machine, and to know the working of a machine we must see how the men use it. If you see a machine there which is stopped, you have no idea what it can do and whether or not it is useless. The only way to test a machine is to see how the men operate it, and the human element in the commission is worthy of consideration. I want to have information, to know whether the high officials on the commission have passed examinations and so on. I find it most important, I will tell you gentlemen, that the merit system is a slogan. It is a slogan, and it dates back not from 1872 but dates back from the time of the war-time election where there were Liberals and Conservatives supporting the government, and the government did not know whom to favour, whether a Conservative or a Liberal, and they said "here is the merit system." That is the reason for the mess that has been indicated by Mr. Foran and members of the commission at that time. The reason for that was that the members at that time were cowards, were afraid to assume their responsibility, and to recommend Joe or Tom. They were all embarrassed; they did not know who had voted for them, and that was the start of the whole system. Now we hear a lot about the merit system.

Mr. GLEN: Excuse me for interrupting you, but I am quite sure that at the present moment you can draw up a report and embody in it what we have heard in this committee, giving effect to the very things you now say in connection with the merit system and the operation of the Civil Service Commission. I am perfectly satisfied a report can go out from this committee tomorrow without hearing any witness as to what should be done about the question of administration. I believe you have sufficient information yourself to do that and the other members of the committee. If we have got to that point the position I want to take is this. Let us proceed from that point in the meantime, and if there is anything that Mr. Potvin can tell us or that Mr. Bland can tell us, or any other member can tell us, all right, let us hear them; and then we must hear, of course, representations from the different bodies who are directly affected by the commission. We can go ahead now and draw up a report that will be worth while; but I do suggest that we go ahead now.

Mr. TOMLINSON: That is your opinion.

The CHAIRMAN: It is a very respectful opinion, of course, but I should like to hear from other members of the committee.

Mr. FOURNIER: I really believe that after listening to the three commissioners, the head of the investigating branch and probably the head assignment officer of the commission——

The CHAIRMAN: And the examiners.

Mr. FOURNIER: —on the machinery, as you describe it, we will see how it operates; and if we cannot draft out a report then we had better leave the

working of it over to some other committee. I think we have enough information. I agree to a certain extent with what Mr. Glen has said, but I would not stop right now.

Mr. GLEN: No.

Mr. FOURNIER: There were two things that struck me in the beginning, and perhaps did not strike the other members as they did me. I refer to the second section of section 21 where people have been appointed temporary employees without examination, and a good percentage of these employees are always appointed permanently and they get raises in salary and the public at large has had no chance to compete or to get these positions. If I cannot convince this committee that that section is all wrong, I have lost a lot of my time.

The CHAIRMAN: The positions are already filled.

Mr. FOURNIER: The chairman knows what I mean. This section says the deputy head can appoint temporary people into the service on urgent cases pending examination. We have not got time to go over the files with regard to these positions. Some of these files where it is a temporary appointment do not belong to the merit system at all. If you are going to put into the Act something that pretends it is merit, you are wrong. Let it be as it was before 1918. If the deputy head is going to recommend somebody, let him have the approval of the head of the department. These are the two things I am going to stress in the report. There are a few questions I want to put to Mr. Potvin, Mr. Stitt, and Mr. Putnam and the assignment clerk. After that I think we can close the meeting and make a report.

Mr. TOMLINSON: I am going to say a word or two. I have had certain ideas as to the Civil Service Commission. My first idea is that we should have it in all notices that applicants for positions in the civil service should not apply to the member. That is the first one, and until you get rid of that situation you are not going to have a civil service. As I listened to Mr. Glen I agreed with him to a certain extent; but we should have this evidence. I have asked for reports for the last three or four weeks in connection with small positions, and that report has not yet been tabled.

Mr. BLAND: It has been ready for three weeks.

Mr. TOMLINSON: I know, but you have not had an opportunity to give it. Until we get rid of these small contentious matters we are not going to have a service, we are going to have a political machine.

Mr. GLEN: Following Mr. Tomlinson, I suggest this. You will remember that when Mr. Bland was before the committee previously there were certain questions upon which he was to give information with regard to the operation of that. Would it not be well to complete Mr. Bland's evidence in these matters before we call Mr. Potvin?

The CHAIRMAN: As you like.

Mr. FOURNIER: I do not agree. We have had Mr. Bland in the box, and if we recall him it will start again and we shall have him there for an hour. I should like to take a new witness, as perhaps it would clear the atmosphere somewhat.

Mr. TOMLINSON: I certainly would like to have a report on the small positions. That report has been asked for.

Mr. FOURNIER: Mr. Bland can file the report.

Mr. BLAND: I hope I have not been as bad as that.

Mr. FOURNIER: I am not blaming you; I am not blaming anyone.

[Mr. C. H. Bland.]

ADRIEN POTVIN, called.

By the Chairman:

Q. You are one of the Civil Service Commissioners?—A. Yes, sir.

Q. You were employed as a translator in the Senate?—A. I was the second clerk assistant and chief translator of the French debates.

Q. Until you were appointed by order in council as commissioner?—A. Yes.

Q. Did you pass any civil service examination at that time?—A. You mean to become a commissioner?

Q. No, when you entered the service.—A. Yes, sir.

Q. Will you please show where it is on the file?—A. I still have the copy of the questions. And then I passed an examination in 1919 as a translator, then I worked with the Senate, and I was appointed in 1926 as the second clerk assistant and chief translator of French debates. This last position was an exempt position. It had been exempted by the Civil Service Commission.

Q. It had been exempted from, also; “by” and “from”?—A. Yes; that is as far—I think the officers on the floor in both houses are exempt; if I remember correctly.

Q. No. I mean,—will you please show me the file just a minute?—A. I know that I was appointed by a resolution in the Senate.

By Mr. Tomlinson:

Q. What is that again?—A. I was appointed by a resolution of the Senate.

Q. You were appointed by a resolution of the Senate to your present position?—A. No; not to my present position but to the position to which the chairman referred.

By the Chairman:

Q. Is there anything in the file concerning your examination?—A. I do not see anything there.

Q. You do not see it. When did you pass that examination?—A. In 1919.

By Mr. Fournier:

Q. As a translator?—A. Yes. Major Stehelin, who was a returned man, was first appointed. If you will refer to the Senate debates of that time you will find the reason for his rejection.

By Mr. Tomlinson:

Q. When was that?—A. That was in 1921.

The CHAIRMAN: We do not need that.

By Mr. Tomlinson:

Q. I mean, what was the cause of the rejection?—A. Not competent.

By the Chairman:

Q. Did you pass that examination in 1919 when you were appointed to the Senate?—A. I was appointed temporarily to fill that position.

Q. In 1921?—A. In 1919.

Q. Were you appointed by the Civil Service Commission?—A. And then we passed that examination at the end of the year. There was nobody on the eligible list then so they called for a competition; but as Major Stehelin was rejected the Senate then changed their system and they gave translations out under contract until 1926. Then in 1926 they applied to have the position left vacant by Major Stehelin exempted from the operation of the Act as it had been before.

Q. What did you do from 1919 to 1926?—A. I worked with the Senate all the time until 1921 as a temporary employee, and then under contract.

Q. Yes, and you were appointed by the Senate?—A. Yes, in 1926.

Q. And at the time you had nothing to do with the Civil Service Commission?—A. No.

Q. And all your promotions and increases in salary were made by the Senate?—A. Yes. Well, they were made—in—according to law, because the position was exempt only in so far as the competition was concerned. You will see the schedule of salaries in the resolution I think. But I did not get any increase from 1921 to 1926. I was getting lump sum, under contract.

By Mr. Tomlinson:

Q. You were exempt from the Civil Service Commission?—A. That was not a position really, it was a contract. They used to give the contract before to Holland Brothers, then they reverted to the old system.

Q. What happened Holland-Price did you say?—A. No, Holland Brothers.

By Mr. McNiven:

Q. Were you the contractor or were you working for a contractor?—A. I was a contractor.

By the Chairman:

Q. You were a contractor; and your experience before was as a teacher and school inspector?—A. School inspector and professor of a normal school.

Q. Professor of what?—A. Of several subjects—applied psychology, history, geography, spelling and practically all subjects that are used in the primary and secondary schools. Mr. Glen, I think, will have perhaps more recent knowledge of what is required, or what was required in those schools.

Q. That was until 1905, 33 years ago?—A. No, until 1915—well, I mean as inspector of schools, I resigned in 1915.

Q. You say you were a teacher. You ceased to be a teacher 33 years ago, in 1905, according to your statement here?—A. Yes, that is true.

Q. Afterwards you were inspector of the French-English schools in Manitoba from 1905 to 1915?—A. Yes, and then I resigned.

By Mr. McNiven:

Q. When did you join the Civil Service Commission?—A. On the 11th of October, 1933.

Q. You had not been with the commission before that time?—A. No.

By the Chairman:

Q. You are 61 now Mr. Potvin; and you ceased to be a teacher at the age of 28?—A. There might be an error there. According to me I was born on the 5th of April, 1878.

Q. Yes, which is 61?—A. Sixty years last April.

Mr. McNIVEN: That would be 60 years of age last April.

The CHAIRMAN: It says here 1877.

Mr. GLEN: He said 1878.

The CHAIRMAN: It is 1877 on the statement.

The WITNESS: Well, that might be an error.

By the Chairman:

Q. So you ceased to be a teacher at the age of 27?—A. I would not say so especially—

[Mr. A. Potvin.]

Q. Make an examination yourself of this file?—A. Yes, I believe that is right.

The CHAIRMAN: Yes.

By Mr. Tomlinson:

Q. Mr. Potvin, on whose recommendation were you recommended to be appointed to the Civil Service Commission?—A. Well, that is pretty hard to say.

The CHAIRMAN: Oh, no; do not insist on that. Mr. Potvin has been appointed in the regular way by order in council. Do not insist on an answer.

The WITNESS: I know I was considered—I was told that I was considered a dark horse at the time.

Mr. TOMLINSON: Well, that is all right; I will accept your answer.

By the Chairman:

Q. In 1919 you were paid \$175 per month salary?—A. Yes, I think that is correct.

Q. And afterwards there was another increase?—A. No.

Q. In 1921, to \$4,740?—A. No. That is a period there. I took a contract for I believe \$4,000 a year; with some special proviso that when the number of pages exceeded 1,000—

Q. You gave sub-contracts also?—A. I had to engage some special translators to help me.

Q. Yes, and you paid them?—A. And I would revise the work and correct the proofs.

Q. Yes. Do you think the duty of the commissioners to be here in Ottawa or travelling around to outside places?—A. Well, it depends. I consider the duties of a commissioner to be as outlined in section 4. Sometimes a commissioner may have, in order to prepare the recruiting field, which I may say was pretty much neglected in certain provinces, to obtain the assistance of competent persons to assist the commission in the performance of its duties. Suppose you received complaints. I consider it is the duty of a commission to investigate those complaints to find out whether there is any justification for them, and to try to improve the recruiting field if the complaints are due to a lack of proper or technical knowledge.

Q. It cannot be done by correspondence?—A. Oh, no. I had to have discussions with the university directors and try to—

Q. Yes. On October 26, 1933, you went to Montreal to see Professor Laureys, Director of the Ecole des Hautes Etudes Commerciales, Montreal University?—A. Yes.

Q. And your trip was approved by the commission, and on May 21, 1934, you represented to your colleagues that it was in the public interest that you should make an inspection tour of several immigration centres in the province of Quebec, and you were authorized by the board to undertake this work?—A. Yes.

Q. You went to the Customs house in the middle of July, 1934, at Montreal?—A. I would not remember. I must have gone, if I said so.

Mr. TOMLINSON: What file is this, Mr. Chairman?

The CHAIRMAN: This is Mr. Potvin's file.

By the Chairman:

Q. Did you approve the following board decision of August 16, 1934:

“CIVIL SERVICE COMMISSION—TRAVELLING EXPENSES

The account of Commissioner Potvin amounting to \$234.43 for five trips was approved for payment. In the case of two of the trips, no entry was made

in the minutes for the authority of the board, but the commissioners agreed that these trips also were made on official business. The commissioners confirmed previous decision that no travelling expenses should be incurred without authority from the board." That is signed W. J. Roche, C. H. Bland and A. Potvin.—

A. Yes, I did approve, my signature is there.

Q. You admitted that you could not leave without previous authority?—A. Yes.

Q. Why did you not ask the authority of the commission to go?—A. At that time I was a new commissioner and I thought of doing the proper thing, attending to the problems that would arise in the province of Quebec; but then I was told that the regular way was to get the approval beforehand. So I explained to my colleagues, I reported to them what I had done on these trips and they approved my expenses.

Q. That was in August and you had been appointed on the 7th of October previous?—A. Yes.

Q. It gave you some time to see what was to be done, and besides that, in the other case, you asked the authority of the commission to leave and to pay your expenses before you left?—A. Well, yes, I had an opportunity to do it, I suppose, but these times I did not know that it was necessary.

Q. You received some urgent call?—A. Yes.

By Mr. Tomlinson:

Q. Were these two trips that you made without the authority of the commission prior to your former trips or after?—A. I think they were made after. If I remember correctly (I am not sure) I went to Mr. Foran and I told him I would leave on such a date—the following morning, I think it was—because there was something there which required my attention. Can you tell me where those trips were?

By the Chairman:

Q. Will you please read the memorandum of Mr. Foran to yourself dated August 17, 1934?—A. Yes.

Q. Will you please read it to the committee?

A. "Memorandum to Commissioner Potvin: In explanation of this minute"—

What minute was that?

Q. The one I have just read. The previous day, August 16.

A. "—let me say that on the 22nd of March, 1932, a resolution was passed by the commissioners to the effect that as all requisitions for travelling expenses in the commission office are signed by the secretary, the demand for travelling expenses should first be submitted to the full board. In connection with your recent account, my attention was called to the fact that it included five trips which on referring to the minutes I found authority for only three. In order to regularize the matter, therefore, it was necessary to pass this special minute.

Might I suggest that in future, in order to comply with the resolution of the commission above referred to, you will advise your colleagues when you are to travel on official business, as otherwise we shall have difficulty in explaining the accounts to the comptroller of the treasury."

I may say this, that I was so busy at the time I had not made out my accounts. I believe there was a trip to Winnipeg and another one to Rock Island.

Q. Did you ever charge \$125 for taxis for a week?—A. Not that I remember.

Q. I ask you the question, I do not make any statement, but I see a very large amount was charged for taxis per week, and there was some stormy discussion about it.—A. What I know is this: that I did not know the regulations

[Mr. A. Potvin.]

at the time with regard to the vouchers that were required, and I was told then that for above \$2 I should get a voucher. But I know that some days I would certainly spend for taxis quite a good deal of money. For instance, if I go down to Montreal I would take a taxi to the hotel and then I would be travelling all day visiting here and there. I never took the street car, I may say, and I did not walk, because I considered that my time was too valuable for that.

Q. Yes, but how many days did you use taxis for nearly the whole day during that very trip to which I referred?—A. Well, I used taxis every day on that trip.

Q. Did you keep the taxi waiting for you at the door when you went in?—A. That is what I was doing, but I do not do it any more.

Q. You did it at that time?—A. Yes.

Q. Was that not a very heavy account?—A. Yes, I know. It was discussed at the time and, after having discussed the matter with the comptroller of the treasury, I reduced my bill.

Q. You paid some from your pocket?—A. Because I did not have the vouchers, although the amount mentioned there was the exact amount paid.

Q. Yes, that is all right, but was there not a fuss made about it and it was only after you paid back some of the amount from your own pocket?—A. No, not that I know of.

Q. Let us get down to brass tacks, Mr. Potvin. What was the amount of the famous account?—A. I do not remember.

Q. You were a week away and you had the taxi for the day during the whole week?—A. Oh, no; different taxis.

Q. Each day you had a taxi?—A. I went to different places.

Q. Yes, I know, but I do not mean the same taxi. What I mean is that during that trip every day you had a taxi to take you around to visit those people?—A. Yes.

Q. Every day of the week, nearly?—A. Nearly, yes.

Q. Nearly every day of the week—\$20 a day?—A. No. I did not pay that much, I do not think.

Q. Was it \$15 a day?—A. About that.

Q. Between \$15 and \$20?—A. Yes.

Q. And that work could not have been done by correspondence?—A. No, impossible. The people there were complaining and they had to be interviewed.

Q. And one of the political leaders at the time was very angry about it?—A. Well, I do not know.

Q. You are under oath; you know what it is.—A. Well I do not know anything about it.

Q. Mr. Sauve did not tell you what had happened behind the curtain?—A. He mentioned something to me.

Q. He mentioned something to you?—A. Yes.

Q. He told you Mr. Bennett was ready to fire you on account of that. Did he tell you that? Be careful in your answer, Mr. Potvin. I know more than you think.—A. Well, I do not remember that he told me that.

Q. He told you that?—A. I do not remember that he told me that.

Q. But he spoke to you about it?—A. He spoke to me about my expenses; and then I sent him an explanation and I had a discussion with Mr. Sellar about it.

Q. With Mr. Sellar?—A. Yes.

Q. The Comptroller of the Treasury?—A. Yes. And then I gave him some explanation, and as I had no voucher—for instance, I remember one item where I had paid \$6, and I lost \$4 on that because they could not pay me more than \$2.

Q. But you cannot swear that Mr. Sauve, the postmaster-general, did not tell you that Mr. Bennett was very angry about it and was ready to fire you.

You cannot swear that he did not tell you that?—A. Really I do not remember that he told me those words.

Q. You do not remember—no, but something similar or to that effect.—A. He told me that there was some discussion about it.

Q. In council? Did he mention in council?—A. Well, I do not know whether he did.

Q. There was some discussion with Mr. Bennett about it?—A. Yes.

Q. Yes?—A. But I do not know whether it was in council or not.

Mr. JEAN: I may say that if one resides in Montreal it is very easy to spend \$5 for taxis.

The CHAIRMAN: I know that, Mr. Jean.

Mr. JEAN: It all depends on the work to be done. I know from what I see from the station, in my case.

The WITNESS: Mr. Chairman, I may state this under oath: I never went out to work officially for the commission without spending more than I could put in my account. It always cost me money personally, and I can swear that under oath.

By the Chairman:

Q. Yes, but we do wrong to do that, when the thing could have been done by correspondence. Now, in 1935, you were authorized to go to Montreal—to visit Laval University in Quebec, on February 26, 1935; on March 19, 1935, you were authorized to go to Montreal on official business; on April 30, 1935, you were authorized travelling expenses for two trips to Montreal; on May 9, 1935, a travelling expense advance was made to you again for official business of the commission to Quebec city. All that was on official business?—A. Yes.

By Mr. Fournier:

Q. All those trips were authorized by the board?—A. Yes.

By Mr. Tomlinson:

Q. I would like to ask the witness this question: Did you know that in 1933 you had to apply for a pass on the trains?—A. Yes, I did.

Q. You did. And on October 21, 1933, you applied for the following passes. This is the letter:

Dear Sir: I beg to acknowledge the receipt of your letter of the 19th instant enclosing annual railway transportation issued in favour of commissioner Potvin as follows:

P.B. 416—Canadian National Railways;

Y. 6960—Canadian Pacific Railway;

3205—The Toronto, Hamilton and Buffalo Railway Company;

A. 958—Temiskaming & Northern Ontario Railway Commission;

E-38394—Michigan Central Railroad;

A-1224—Dominion Atlantic Railway Company.

You applied for all those passes in 1933?—A. Well, I asked Mr. Foran for the passes that were allowed for the commissioners. But I discovered this, that there were, I believe—they forgot to give me a couple of passes which I got afterwards. It was on railroads within the province of Quebec.

Q. In your knowledge as a commissioner, will you tell me whether you had any difficulty with any of your examiners in connection with their expense accounts?—A. I do not remember—oh, not examiner. We had difficulty with the clerk, grade 4.

Q. What are their duties?—A. Well, when I was appointed there was no French examiner.

[Mr. A. Potvin.]

Q. Yes?—A. Then about ten months afterwards a French examiner was appointed; but as the work was considerable, we had to appoint somebody there to help him and we appointed a clerk grade 4, out of that new competition for students, for university graduates. I remember that we had some trouble with one of them. The auditor general sent somebody to my office and we investigated the case.

Q. I will not ask you the name, but I will ask you what difficulty you had. What did the investigation show? Do not tell his name, but what did the investigation show?—A. It showed that the accounts had been tampered with.

Q. You mean "added"?—A. "Added," yes.

Q. "Padded"?—A. "Padded," yes. He had added some expenses that he had never made.

Q. Yes?—A. Besides that, there was also, I believe, the forging of a signature on one bill.

Q. After you discovered that on your investigation, what action did you take?—A. I called for the young man before Mr. Foran, and we discussed the matter, and then I submitted the case to the board.

Q. Yes, and what was their decision?—A. Well, the decision was that, as he was a young man, if he were willing to behave better in the future, we would give him a chance; and he was kept there. But he did not travel afterwards. He is just working as an ordinary clerk.

Q. Is that his position today?—A. Yes. I may say, however, that at my request the board passed a minute recently that, as soon as the other two examiners were appointed, his position would be abolished—the position of clerk, grade 4.

By Mr. Fournier:

Q. Do I understand that in 1933 we only had one French examiner in the Civil Service Commission?—A. When I came there there was none.

Q. In the examination branch in the Civil Service Commission you had no French examiner?—A. No.

Q. How many have we now?—A. Well, we have just one acting now.

Q. How many examiners in all?—A. Oh, I could not say offhand. Mr. Bland, I suppose, could answer that question.

Q. Well, you know how many French examiners we have in that commission.—A. Eight or nine.

The CHAIRMAN: Oh, oh.

The WITNESS: You have a chart here.

The CHAIRMAN: Surely I have a chart.

By Mr. Fournier:

Q. I want to know.—A. I may explain to you, Mr. Fournier, that we were rather unfortunate with our French examiners.

Q. You people were choosing them?—A. Mr. Baril had his position abolished; then Mr. Bourbonnais died; and Mr. Bouchard, as you know, had some difficulty there and he was sent to jail.

Q. Yes.—A. When I came there, there was no French commissioner at all. At the present time—

Q. You admit you had trouble with the French examiners?—A. Well, that was prior to my time. But since that time I have had trouble with that clerk, grade 4, only. Mr. Lalonde is not there any more.

By the Chairman:

Q. He is sick?—A. Yes.

Q. He could not stand it.

By Mr. Fournier:

Q. Is Mr. Lefebvre there?—A. Yes. That is the only one.

Q. The only one left?—A. Yes. But we have advertised for two.

Q. You say that there is one French Canadian as an examiner?—A. Yes.

Q. Can you tell me, out of the 8,000 appointments made in 1937, how many French Canadians were appointed?—A. I could not say.

Q. Can you tell me how many French Canadians come up before these examiners for examination per year?—A. There are a good deal.

Q. You do not know the figures?—A. No.

By Mr. Lacroix:

Q. I am not surprised to see that the French Canadians did not have their share of the civil service appointments up to now.—A. Well, I have some suggestions to offer.

Q. You have only one examiner. You should have about twenty.

By Mr. Mulock:

Q. When did you pass this minute that you were speaking about a little while ago?—A. What minute?

Q. You said you were passing a minute asking for the examiners; recently it came up before the commission for consideration.—A. I believe that is over two months ago.

By Mr. Lacroix:

Q. From now on how many will you have up for examination?—A. Do you want me to offer the suggestion? I think it would certainly avoid lots of trouble if we followed the recommendation made by our secretary that the French section examinations be re-established as it was in the past. We have advertised.

By Mr. Fournier:

Q. Have you anything before the board actually to appoint more than this, Mr. Lefebvre, two examiners?—A. We have advertised two positions which were authorized by the Treasury Board recently. We have advertised for one grade 3 examiner and one grade 1 French examiner.

Q. These positions have been advertised?—A. Yes.

Q. You have received applications?—A. Yes.

Q. No appointments have been made?—A. No. The instructions have been given to proceed right away with an examination.

Q. Were the notices given to the general public or only in the service?—A. Yes, to the general public.

Q. All through Canada?—A. Yes.

By Mr. Jean:

Q. I have seen a statement in a newspaper recently which said that about 22 per cent of the employees in the civil service were French Canadians. Is that right?—A. I think that may be right. You know, it would be pretty hard to—

Q. Just roughly.—A. Yes, I believe that would be right. I think the percentage is a little high at the present time.

By Mr. Fournier:

Q. When will we hear about the appointments of these French examiners?—A. I expect to hear within a few weeks. I am doing my best to hurry the matter. We need some more assistance, especially after the bill which has become law, bill No. 3, which you recommended. We will need more assistance.

[Mr. A. Potvin.]

Q. You believe that two more French examiners will be sufficient for the work?—A. I do not believe that would be sufficient.

Q. Why do not they appoint more then? What is the objection?—A. The objection is that we are waiting for the report of the chief examiner first. I submitted my views.

Q. Who is that chief examiner?—A. Mr. Nelson. Then, we have to get the authority of the Treasury Board.

By the Chairman:

Q. Which is a difficult task.—A. Sometimes, yes.

By Mr. Fournier:

Q. What work do these examiners perform? Do they travel around the country to hold examinations?—A. They do, and also they prepare the questions and correct the answers.

Q. The examinations in Montreal, Quebec, Riviere du Loup and so on? —A. Of course, we have local representatives in every town, or city rather. We have local representatives.

By Mr. Tomlinson:

Q. What do you mean?—A. They are supervising the written examinations as a rule.

Q. Are they members of the Civil Service Commission?—A. They are not members of our staff.

Q. Not members of your staff?—A. No. These are technical men, professors of universities.

Mr. FOURNIER: If you are to adjourn now I should like to have Mr. Potvin back at another session.

The CHAIRMAN: Yes. I have two questions to ask.

By the Chairman:

Q. Were you not at one time one of the fellows who first proposed that noble order of Jacques Cartier?—A. I used to belong—

Mr. FOURNIER: I do not know. I do not think it comes under the jurisdiction of the House of Commons or the Civil Service Commission to go into that.

The CHAIRMAN: I am not going to ask if this gentleman belongs to the Oddfellows.

The WITNESS: I may say I do not belong to any society.

The CHAIRMAN: It is finished now, the Jacques Cartier society.

The WITNESS: I do not say that. I know I got my exeat in 1931.

The CHAIRMAN: Therefore you were in it at one time.

The committee adjourned at 6 o'clock to meet to-morrow at 4 p.m.

APPENDIX I

CIVIL SERVICE COMMISSION—EXEMPTIONS—MINISTERS' OFFICES

	Date of Minute
P.C. 8/1966 of 2/12/26 amended to provide one Clerk, Gr. 4, or Stenographer, Gr. 3 (56-1-(Vol.2)).....	12- 4-27
Commission not called upon to determine necessity for appointment of Assistant Private Secretary in Postmaster General's Office. (5-PO).....	10- 1-34
Commission should not be required to provide additional position for Minister's Private Secretary. (See case of H. D. Parker. 40041).....	8- 1-35

CIVIL SERVICE COMMISSION—EXEMPTIONS—FROM COMPETITION

Solicitor and Counsel, Dept. of R&C (R&C-A-78).....	28-12-23
Telephone Operator, Keremeos, B.C. (PW-T-814).....	19- 6-24
Principal Clerk, London, England. (ND-AF-16).....	6- 8-24
Elevator Operator, Halifax, N.S. (PW-AR3-77).....	28- 8-24
Emigration Agent, Gr. 2, Inverness, Scotland, The Hague and Antwerp.....	24- 9-24
Eleven positions of Clerk, Gr. 4, Handicap Section, Employment Service, Department of Labour. (L-A-180).....	19- 3-27
Exemption of positions of Postmaster of Sub-Offices. (59-PO-PM).....	18-12-30
Appointments where the salary does not exceed \$100 per annum.....	10- 7-31
Positions in connection with inspection work for Entomological Branch, Dept. of Agri., taken over from the Province of B.C., to be exempt from competition and from Section 13, to enable the appointment of provincial employees at their present salary. (33-AGR-E).....	7- 6-33
Lithographic Press Feeder, Topographical Surveys Branch, Dept. of the Interior, exempt from public competition but promotional competition advertised for Press Feeders at Printing Bureau. (INT-TS-3087).....	15-12-33
Dockyard Superintendent, Esquimalt, B.C. (ND-DE-1).....	19-12-33
Meteorologist, Gr. 3, Toronto, to provide for appointment of Dr. B. Haurwitz. (MA-M-3057).....	29- 5-34
Report to Council to recommend exemption for the purpose only of making the particular appointment then desired. (IA-IA10-1).....	25- 6-35
Deputy Assistant Secretary to the Governor General (GOV-A-3(DUP.)).....	28- 6-35
Law Clerk and Parliamentary Counsel of the Senate. (56-1-SC).....	5- 7-35
Insp. of Construction & Clerk of Works under certain conditions. (56-1-PW)..	5-12-35
Census Commissioners and Enumerators for 1936 census (5-T&C-C).....	7-12-35
Magazine Storehousemen (Clerk, Gr. 2) Halifax Dockyard. (ND-DH-71).....	19-12-35

CIVIL SERVICE COMMISSION—EXEMPTIONS—MISCELLANEOUS DECISIONS

Attention of Auditor General to be called to fact that Dept. of M. & F. persists in treating Fishery Guardians, Hatchery Engineers and other employees falling within prevailing rate classes as exempt from C.S. Act. (56-1-MA).....	10- 7-24
Exemption of Research Council and any other matters where a departure from existing C.S. Act. (56-1-HAC)8.....	21- 1-25
Exempt positions in Ministers' Offices to be indicated by the symbol for Department over which the Minister presides, followed by MIN. (59-1).....	21- 6-26
Exempt positions to be shown on position lists of units to which they belong. (34-G).....	18-10-24
Annual increases for perm. employees selected by a Minister of the Crown. (59-1-3).....	27- 1-27
Report on exemptions approved.....	4- 2-27
Exemptions High Commissioner's Office, London, England.....	19- 8-27
P.C. 1053 to be amended (Postmasters) (56-1-PO).....	27- 2-29
S.S.B. for another year. (56-1-SSB).....	21- 2-30
Salary increases of persons in exempt positions. (59-1-5).....	19- 8-30
Procedure of appointing persons to exempt positions. Such persons must be first transferred to the Department of the Minister making the appt. (56-1-1)....	12-12-30
Exemption of position of Law Clerk and Parliamentary Counsel of the Senate Disallowed. (56-1-SC-(DUP)).....	26- 8-31
Position of Experimental Sub-Station Supt. for the Prov. of Sask., on the understanding that this position will be abolished on the retirement of Mr. Seager Wheeler. (AGR-16EF-11).....	29- 1-32

CIVIL SERVICE COMMISSION—EXEMPTIONS—MISCELLANEOUS DECISIONS—

Concluded

	Date of Minute
P.C. 44/1367 of June, 1932, to be submitted to Treasury Board to be amended by excluding positions of Lightkeeper from the provisions thereof. (5-MA-CL)..	25-10-32
Letter to Auditor General making suggestions in reply to his communication of June 17, 1932, regarding the regulations respecting exempt positions approved. (56-1-(Vol. 2).....	15- 2-33
Miss P. Scott, formerly employed as Labourer, whose position has been reclassified as Laboratory Assistant, not eligible to be continued therein. (AGR-D-3023).	15- 5-33
Appointment of Captains of Patrol Boats as Fishery Officers to be under the jurisdiction of the Department. (FS-D-3021).....	30- 5-33
Fishery Officers without compensation may be appt. under P.C. 1053 of June 29, 1922	27-11-33
Certificate of classification of Public Building Engineer Caretaker, INT-DP-326, revoked on account of Department paying too high a salary. (INT-DPX-54).	22- 1-34
Protest before Parliamentary Committee against exemption of Radio Broadcasting Commission. (38-RB-TECH).....	25- 5-34
Positions where compensation is allowance in kind, with or without cash allowance not exceeding \$200.00, to be treated as exempt. (ND-CE-3132).....	30-11-34
Procedure for dealing with temporary positions of Inspector of Construction and Clerk of Works (56-1-PW)	27- 2-36
R.C.M.P. advised that no steps can be taken to change status of employees under Nat. Rev. Act and transferred with Preventive Service to R.C.M.P. (5-R.C.M.P.)	27- 5-37
Position exempt from Sections 13 and 15 to permit appointment above minimum. (W. J. Mahoney, Damkeeper. PW-CEX-130)	19-10-37
Department cannot be compelled to consider lay-offs for exempt position of Indian Farming Instructor (MR-IA7-63T).....	4-11-37
Positions occupied by Messrs. Cowper and McMeekin, Dept. of T&C, exempt from the provisions of Section 13 of the C.S. Act (33-T&C-(Dup.5).....	29-12-37

CIVIL SERVICE COMMISSION—EXEMPTIONS—PROPOSED EXEMPTIONS
DISALLOWED

Pensions Board	8- 1-20
Position occupied by J. D. Moisan, Sorel Depot, Que., Foreman Mechanic, Gr. 1 or Grade 2 (33-MA-AG-(Vol. 2).....	10- 7-34

CIVIL SERVICE COMMISSION—EXEMPTIONS—TOTAL

Pensions Board not to be exempt	8- 1-20
Classes with maximum salary over \$200 not exempt, notwithstanding that minimum salary may be less than \$200 (26879T)	13- 7-23
Certificates to issue for cases dealt with by Dept. in good faith being advised of above decision (D. Campbell-33737)	30- 4-24
Hospital Attendant and Seamstress (56-1-IA)	13- 2-24
Govt. Cont. Super. Comm. exempted to Sept. 30, 1924 (33-GCC).....	19- 8-24
Physician, Chicoutimi (H-Q-247)	21- 8-24
Physicians, Health Dept. at certain ports (56-1-H)	16-10-24
Sergeant-at-Arms and Asst. Clerk, House of Commons	22-12-24
Govt. Cont. Sup. Comm. exempted to April 1-25 (33-GCC-(Vol. 2).....	23- 2-25
Five positions in Govt. Cont. Sup. Comm. for two months (33-GCC-(Vol. 2)....	30- 3-25
Soldiers' Settlement Board for three years (88-SSB).....	23- 4-25
Travelling Nurse, Indian Affairs—services of Nurses of Victorian Order to be utilized wherever possible (56-1-IA)	23- 4-25
Gentleman Usher of the Black Rod	28- 5-25
Lightkeeper, Gr. 4, Cl. 14 (MA-CL-203) (36991)	21- 8-25
Classes in Dom. Govt. Offices of Canada (56-1)	23- 2-25
Field Matron (56-1-IA)	2- 2-25
Provisions of Order in Council 323 of 10-2-22 extended to the Honourable the Solicitor General (56-1-I)	15-10-26
S.S.B. for one year from February 21, 1929 (56-1-SSB)	27- 2-29
Staff for the operation of the Govt. Grain Elevator, Prescott (56-1-R&C).....	30- 6-30
Postmasters of Sub-Post Offices (50-PO-PM)	14-11-30
Soldiers' Settlement Board for one year from 21-2-31 (56-1-SSB)	24- 2-31
Experimental Sub-Station Supt. for Province of Saskatchewan (AGR-16EF-11).	29- 1-32
S.S.B. for further period of one year from 21-2-32 (56-1-SSB).....	14- 3-32
Staff required for operation of Govt. Grain Elevator, Churchill, Man. (56-1-R&C)	1- 9-32
P.C. 370 of 21-2-20 and P.C. 587 of 23-3-20, providing for appointments to S.S.B., continued in force for two years (56-1-SSB)	2- 3-33
Official Bar Reporter and Court Crier exempt in respect to appt. (RCB-A211)..	18- 4-33

CIVIL SERVICE COMMISSION—EXEMPTIONS—TOTAL—*Conc.*

	Date of Minute
S.S.B. for two years from February 21st, 1934.....	17- 1-34
Teacher, Indian School. (56-1-1A).....	29- 5-34
S.S.B. for one year from February 21st, 1935. (56-1-SSB).....	7- 3-35
Exempt positions in S.C.R. which were included in error with P&NH to be again excluded. (56-1-PH)	13- 2-36
Positions of Inspector of Construction and of Clerk of Works, Grade 1, outside of Ottawa, where the positions are required for the supervision of work let out on contract for not more than one year, etc. (56-1-PW).....	16- 1-36
Assistant Secretary, High Commissioner's Office, London, Eng. (HCL-A-3)...	10- 6-36

CIVIL SERVICE COMMISSION—GRAIN STAFF—APPOINTMENTS

Procedure in connection with handling personnel. (5-T&C-GC).....	23- 3-25
Procedure in connection with appointments. (5-T&C-GC).....	24- 6-25
Department to be advised that a competitive examination should be held in connection with permanent appointments to the Grain Staff at Fort William, Port Arthur and Winnipeg; experience with the Grain Commissioners to be one of the requirements. (5-T&C-GC) (Vol. 2).....	26- 7-29
Appointment of Grain Trackmen and Grain Samplers. (5-T&C-GC-Vol. 2)....	13-12-29
Establishment of eligible lists for the classes Grain Trackman and Grain Sampler discontinued; the Department allowed to revert to the system of local selection. (5-T&C-GC-(Vol. 3).....	22- 9-31

CIVIL SERVICE COMMISSION—GRAIN STAFF—CANADA GRAIN ACT

Opinion of Justice to be obtained <i>re</i> Section 9 (2). (59-T&C-GC).....	17-12-26
---	----------

CIVIL SERVICE COMMISSION—GRAIN STAFF—RESIGNATIONS

<i>Re:</i> resignations of seasonal employees. (T&C-GC1-311).....	17- 9-26
---	----------

CIVIL SERVICE COMMISSION—GRAIN STAFF—SALARIES

New rates set up under P.C. 17-1966 of 2-12-26 incorporated in classification as salary rates for various classes affected. (59-T&C-GC-DUP).....	4- 2-27
---	---------

CIVIL SERVICE COMMISSION—LAY-OFFS—INTERIOR

No appointments to be made in certain offices, Dept. of Interior. (38-INT)....	6- 5-30
Requests for extension of certificates, Int. Dept. referred to Commissioners for approval. (INT-DL-3106)	16-10-30
Request for transfer of a position to the National Development Bureau, Ottawa, disallowed and appts. of temporary employees to be made in the regular way. (INT-DLO-521)	28-10-30
Procedure to be followed in connection with the absorption of surplus employees in Interior Dept. (59-INT-NR)	17- 4-31
Perm. appt. of temp. employees in Dept. of Int. to be held in abeyance until re-organization is completed. (INT-SP-6)	3- 3-31
All requisitions for temp. or perm. appt. to be filled, where possible, by Interior lay-offs. (57-INT-NR-(DUP)	25- 4-31
Passing of O. in C. providing for placing of lay-offs from Dept. of Interior. (57-INT-NR)	30- 4-31
Miss A. M. Slinn placed on Steno. Gr. 2, list as well as Clerk, Gr. 2 (INT-AC-43)	20- 4-31
Procedure in connection with the absorption of the surplus employees of Dept. of Interior. (59-INT-NR)	17- 4-31
Lay-Offs from Dept. of Interior not to be given consideration for positions of Prison Guard. (5-J-P)	5- 5-31
H. G. Latham, Sr. Statistical Clerk, S.C.R., who was laid off as being surplus to requirements and resigned to obtain the money to his credit in Retirement Fund, not to be placed on lay-off list. (OS-27979)	11- 5-31
Assigning lay-offs from Dept. of Interior. (57-INT-NR)	18- 5-31 & 17- 4-31
Five Student Map Draftsmen. (ND-CGS-3009G)	2- 7-31
Interior employees to be placed on Census list in accordance with Justice ruling (37263-3G)	8- 7-31

CIVIL SERVICE COMMISSION-LAY-OFFS—INTERIOR—*Conc.*

	Date of Minute
No lay-offs from clerical positions to be assigned to elevator operator positions. (PW-CA2-351)	13-11-31
Watson Helm, lay-off, who was temporarily employed by Provincial Government, to be placed on lay-off list for class from which he was laid-off in Interior Department. (OS-26983)	23-11-31
Cases of Interior lay-offs who are re-assigned to other positions and have a break in their service to be referred to Commissioners. (PO-F-3057)	17-12-31
Opinion of Mr. Plaxton regarding the limitation of the eligibility of lay-offs to be confirmed by Dept. of Justice in writing. (57-INT-NR)	28-12-31
Placing of lay-offs on eligible list and the length of time for which their eligibility endures. (57-INT-NR)	26- 4-32
Four new positions created at Banff to be filled, if possible, by Interior lay-offs. (33-INT-DP)	21- 5-32
Lay-offs taken over by Provincial Govt. at the time of the transfer of the Natural Resources not entitled to have their names placed on lay-off list. Case of Miss F. O. Unwin. (OS-9414)	11- 8-32
Decision in case of Miss F. O. Unwin confirmed. (OS-8414)	20-10-32
Eligible lists of those who have not been re-assigned to be allowed to lapse when there is sufficient ground for such action. (OS-28117)	1- 5-36
The following employees not to be placed on lay-off list for re-assignment:— W. C. Roger, B. H. Scott and E. H. Rochon, unlikely to accept lower grade positions. (OS-28087, 28271-38746 and 28969); E. H. Eisler moved to Florida. (OS-28976); R. T. Pike now employed. (OS-39855)	9- 4-36
The following not to be listed as lay-offs owing to age:— J. A. Sufferin (OS-26912); W. B. Guiton (OS-28754); F. J. Bigg (OS-28983); William McDonald (OS-29246)	14- 4-36
G. S. Smith to be further considered. (OS-29333)	23- 4-36
Eligible lists to contain names of all recommended by Dept. regardless of age, but may be cancelled after reasonable period if they cannot be placed. (57-3-(Vol. 2)	5- 5-36
M. Potvin, who refused re-employment at a lower salary than \$1,740 per annum, not to be placed on lay-off list. (OS-28220)	4- 5-36
Names of Messrs. P. N. H. Leblanc and J. N. H. Gagnon not to be placed on lay-off list owing to the fact that they wish to be considered for positions with higher salaries than those from which they were laid off. (OS-28972-and-28759)	8- 5-36
The following laid-off employees of the Dept. of the Interior removed from the eligible list for reassignment on account of age: G. E. Dumouchel, W. Anderson, H. Tache	22- 5-36
Miss K. E. Hamilton from list for Engineering Clerk. (OS-28268)	23- 5-36
W. G. Stuard from list for Jr. Hydrometric Engineer. (OS-32880)	23- 5-36
Name of S. Williams from list for Sr. Engineering Clerk. (OS-32832)	20- 6-36
J. K. Dodds from lay-off list for Hydrometric Recorder. (OS-28978)	20- 6-36
H. W. Featherstone for Sr. Engineering Clerk. (PW-CA3-905T)	22- 6-36
J. A. LeClair from lay-off list for Clerk, Gr. 3 and 4, & Prin. Clerk. (OS-28434)	29- 6-36
G. McKay, laid-off Forest Asst. Gr. 2, from lay-off list. (OS-25759)	4- 7-36
M. H. Neilson, Interior lay-off, on account of age. (OS-26151)	15- 7-36
Interior employees laid off in 1931 to continue to be re-assigned regardless of whether statement has been secured that they were laid off in good standing. (57-INT-MR)	22- 9-37

CIVIL SERVICE COMMISSION—LAY-OFFS—MISCELLANEOUS

Secretary of State to be asked whether Government intends that lay-offs from other Depts. should be given the same treatment as lay-offs from the Dept. of the Interior. (57-3)	14- 3-32
Miss Frances Beden to be listed for re-employment as Woman Emigration Officer, Gr. 2. (OS-31115-DUP.)	15- 3-32
Section 33 (2) to apply to lay-offs. (ND-CE-154)	31-10-31
<i>Re:</i> Place of lay-offs on eligible list and the length of time for which their eligibility endures. (57-INT-NR)	26- 4-32
<i>Re:</i> Draft Letter to Secretary of State asking to be advised whether the Government intends that lay-offs from other Depts. should be given the same treatment as lay-offs from the Department of the Interior. (57-3)	14- 3-32

CIVIL SERVICE COMMISSION—LAY-OFFS—MISCELLANEOUS—*Con.*

	Date of Minute
<i>Re:</i> Procedure outlined for the handling of lay-offs from all Depts. by Mr. Jackson from a composite list. (OS-30551)	9- 5-32
Question of whether former Interior employees taken over by Provinces and since laid off are eligible for re-assignment. (OS-27342)	9- 5-32
Angus Young not eligible to have his name on lay-off list on account of his age. (OS-32818)	2- 6-32
George F. McNamee not eligible to have his name placed on lay-off list on account of his age. (C-PS-314)	2- 6-32
Michael F. Egan not eligible to have his name placed on lay-off list on account of the fact that he was appointed by the Minister and did not qualify for appt., in accordance with the C.S. Act. (C-PS-156)	2- 6-32
H. D. L. McKenzie's name to be removed from lay-off list for re-assignment at New Richmond, P.Q., having received perm. appt. as Collector of Customs & Excise L.S. Outport. (C-11D-1)	6- 6-32
Names of all laid-off perm. employees who receive perm. appt. in another position to be removed from lay-off list. (C-11D-1)	6- 6-32
Names of lay-offs of the Montreal Post Office, who were laid off on account of the abolition of the Postal Garage, to be placed on Mail Porter list only. (PO-C24-694)	22- 6-32
Three lists of lay-offs to be made of laid off Postal Chauffeurs and Postal Garage Repairmen at Montreal, one for Postal Garage Repairman, one for Chauffeur and one for Mail Porter. (PO-C24-686)	30- 7-32
Postal Helpers who were reduced to part-time work without any choice in the matter and who wish to accept full-time work outside the Government to be accorded the same treatment as lay-offs. (24-PO)	23- 9-32
Name of E. H. Leighton, formerly Asst. Weather Observer and Forecaster, Winnipeg, not to be placed on lay-off list. (MA-M-102)	21-10-32
If Mr. Chadwick, a lay-off from the Dept. of the Interior, moves to Ottawa, where he was originally employed, his name may be placed at the bottom of the lay-off list. (T&C-GC2-3076)	30- 1-33
A. Fraser's name not to be restored to the lay-off list and Mr. Fraser to be required to qualify again for appointment. (OS-13815)	27- 2-33
G. V. Leslie to lay-off list, etc. (OS-31034)	18- 4-33
Circular letter authorized <i>re</i> provisions of Section 95 of Regulations. (57-3-DUP).	20- 4-33
An employee whose name is not on the eligible list should not be retained while employees whose names are on the eligible list are laid off. (AGR-S-3128)	10- 6-33
Name of A. H. Van Anrep, who was laid off from a position of Peat Specialist, Ottawa, not to be placed on the lay-off list. (OS-31914)	21- 6-33
Name of George Stephen Smith, laid off Clerk, Gr. 3, Dept. of Interior, to be removed from the lay-off list. (OS-29333)	11- 7-33
No special preference to be given to a lay-off in establishing eligible lists from general competition. (57-3-Vol. 2)	24- 7-33
New procedure approved including age limits, eligibility, evidence, precedence, etc. (57-3-(DUP))	31- 8-33
Release of employees in Live Stock Branch, Agriculture Dept., based upon efficiency ratings regardless of previous standing on E.L. (See E. Boudreau's case). (AGR-LS-3053)	18- 9-33
Temporary employee whose name had only appeared on temporary eligible list not to be regarded as lay-off from Live Stock Branch. (See case of D. Kennedy). (AGR-LS-3023)	18- 9-33
Former member of Preventive Service taken over by R.C.M.P. not to be considered as lay-off; but if not retired by Order in Council may be regarded as on leave without pay and re-absorbed into Dept. (See W. H. Stubbs. C-PS-505)	6- 2-34
W. H. Stubbs, who was taken over by R.C.M.P. on abolition of position in Preventive Service, to be treated as a transfer if recalled to duty by Dept. of N.R. (C-PS-505)	10- 4-34
Wm. Campion, assigned permanently though employed only for duration of construction, not considered eligible for re-assignment. (OS-31117)	18- 4-34
George B. Brackenbury, to be removed from E.L. for Head Clerk as he has not replied to Commission's inquiries. (OS-2156)	25- 4-34
Temporary elevator operators to be laid off in accordance with standing of eligibles on list. (C24-PW)	6-11-34
A. R. Turner, former Wharfinger, Sault Ste. Marie, considered as a lay-off though considered by Dept. to be exempt. (OS-42930)	30- 1-34

CIVIL SERVICE COMMISSION—LAY-OFFS—MISCELLANEOUS—*Con.*

	Date of Minute
Benjamin Porter considered eligible for lay-off privileges if the Post Office Department will furnish the certificate required by the Regulations. (OS-33192).	28-11-34
B. Porter not considered lay-off in absence of recommendation from P.O. Dept. (OS-33192).	14-12-34
Refusal of Marine Dept. to regard Wharfinger at Sault Ste. Marie as lay-off. (See case of A. R. Turner.) (OS-42930).	24-12-34
Refusal of Post Office Dept. to give required certificate in case of lay-offs. (Cases of M. H. Fagan and B. Porter) (OS-10531 and OS-33192).	27-12-34
Leave without pay discontinued in case of Miss Regina Aubin. P.O. Dept., name to be placed on lay-off list. (PO-DS24-93).	8- 4-35
Lay-off whose name was never placed on eligible list considered eligible for appointment under Section 35 because of having been employed for three years. (See W. R. Gillanders, AGR-P-12).	25-10-35
Preventive Service employees transferred to R.C.M.P. considered as lay-offs. (OS-40831).	16-11-35
Lay-off who was re-assigned and resigned considered for superannuation from date of lay-off. (See case of D. E. H. Lafreniere) (OS-44418).	16-11-35
<i>Re.</i> —Perm. appt. of lay-offs now temporarily employed in perm. positions. (5-6)	26-11-35
F. E. Kelley not to be placed on lay-off list for Forest asst. Gr. 3, in view of age. (OS-27777).	21- 2-36
S. W. Veitch, laid off Student Draftsman, who abandoned a position of Clerk, Gr. 1, not to be given further consideration for re-employment, and to be required to qualify again if he desires to re-enter the Service. (OS-21496).	26- 2-36
H. M. Wanless not to be considered for further employment. (OS-28134).	7- 3-36
F. R. Archibald not considered as a lay-off, being no longer a resident of Canada. (OS-32628).	11- 3-36
J. G. C. Ebert not to be further considered. (OS-25753).	11- 3-36
M. H. Black not to be further considered. (OS-25754).	11- 3-36
W. P. Gross, who was not recommended by Department, to be given a hearing. (OS-41205).	18 3-36
Messrs. H. E. King and H. J. McDonald, laid-off Telegraph Operators, Province of Alberta, not to be further considered for employment of this nature. (OS-33848 and 33979).	4- 4-36
Lay-off list checked over and those suitable for re-employment listed on regular eligible list so that assignments may be made without referring individual cases for Commissioners' approval. (OS-28767).	22- 4-36
Lay-off from Indian Affairs admitted to promotional competition confined to that Dept. (IA-IA9-171SG).	15- 6-36
Name of J. J. Doyle removed from lay-off list for Immig. Insp. etc. (I&C-E-507T).	8- 5-36
Names of Messrs. J. L. Bombardier, C. B. Bonhomme, B. P. Lewis, J. M. R. Leger and H. Bunch removed from list of Junior Radiotelegraph Operators, Quebec Division, etc. (39812Q).	22- 5-36
Miss K. E. Hamilton from list for Engineering Clerk. (OS-28268).	23- 5-36
Request that Dr. William Gibson, a part-time Medical Officer, Gr. 2, who was wrongfully dismissed for political partisanship, be considered as a lay-off disallowed. There is no way under the law by which Dr. Gibson could be placed on the lay-off list but he will not be debarred from future competitions. (OS-25729).	27-10-36
Request of Minister of Mines and Resources that lay-offs be represented on Advisory Examining Boards. (57-3-(DUP)).	22-12-36
W. P. Gross to be listed for re-employment in depts. other than P.W., that Dept. having refused to recommend his re-employment. (OS-33192).	22-12-36
If Departments recommend lay-offs for re-assignment but refuse to take them back, their names to be removed from eligible list. (INT-DP-624).	2- 3-37
Lay-offs eligible for appointments in district from which position would be filled by competition. Eligibility to be transferred from one locality to another if transfer of residence is genuine. (C-5F-159).	20- 3-37
Lay-offs to be removed from list at age of sixty-five but, until they reach that age, consideration to be given them for any vacancy in which they could be employed. (57-3-(Vol. 2)).	14- 4-37

CIVIL SERVICE COMMISSION—LAY-OFFS—REASSIGNMENT

Lay-offs asked to file applications in order that information on file regarding their education and special qualifications may be available. (INT-NI-45)..	5-12-23
Procedure regarding requests from Departments to have employees placed on lay-off list approved. (PW-AR-2-388)	29- 1-26

CIVIL SERVICE COMMISSION—LAY-OFFS—REASSIGNMENT—*Con.*

	Date of Minute
J. Chenier, ex-Watchman, not to be placed on lay-off list	1- 3-27
Miss A. E. Brill to be placed on lay-off list for Typist, Gr. 1	4- 3-37
Miss M. Drouin struck off lay-off list for Translator. (T&C-S-118)	29-10-29
Procedure in connection with absorption of surplus employees of Interior. (59-INT-NR)	17- 4-31
Miss M. Ross eligible for reassignment as Steno., Gr. 1, Vancouver. (OS-25713)..	1- 7-31
Mrs. E. Montague, Jr. Draftsman, eligible for reassignment as Clerk, Gr. 2. (OS-27962)	16- 7-31
Lay-offs from Int. Dept. over 65 years not to be reassigned. (57-INT-NR)....	18- 9-31
Lay-offs from seasonal positions eligible for reassignment to seasonal positions only. (57-3) (PW-CA3-1202T)	
Eligibility of C. S. Gayman, Timber Inspector, to be placed on lay-off list to be submitted to the Justice Dept. for decision. (R&C-WC-321)	5-1-32
Lays-offs from clerical positions not to be assigned to positions of Elevator Operator. (PW-CA2-351)	13-11-31
Ruling that lay-offs from clerical positions are not to be reassigned to positions of Elevator Operators to apply to all lower grade positions for which dis. cases are suitable and for which eligible lists exist. (57-3).....	29- 1-32
Ruling respecting eligibility of Harry Wyse to be considered as a lay-off to be obtained from Justice Dept. Mr. Wyse's position is being abolished and is exempt from operation of C.S. Act. (I&C-F2-72)	11- 2-32
J. C. Lavoie, laid off Sr. Messenger, eligible for positions of Watchman, Elevator Operator or Cleaner and Helper. (OS-32593)	10- 5-32
K. G. MacDonald, OAS, laid-off Dept. Solicitor, P&NH, eligible for reassignment in this class at Ottawa and in B.C. (OS-27214)	13- 5-32
R. L. Pilon, laid-off Chauffeur, Dept. of Int., appointed to perm. position of Packer & Helper, effective 1-7-32 (PH-PA-494)	23- 6-32
Assignments made to positions of Clerk, Gr. 2, from lay-off eligible lists for other classes, the temp list for Cl, Gr 2, having been exhausted. (57-3)	5- 1-33
R. H. Goodchild, Jr. Irrigation Engineer, not to be assigned to a clerical position unless those who have qualified are rejected. (INT-DP-305).....	2- 3-33
A. Sullivan, laid-off Inspector of Dominion Lands, Edmonton, not eligible to enter competition for position of Postmaster, Smoky Lake. (10975)	27- 6-33
Temporary employment of R. H. Goodchild approved, none of those whose names were submitted to Dept. having been acceptable. (INT-DP-305)....	6- 4-33
J. C. Lavoie, Sr. Messenger, reassigned to position of Caretaker with a higher maximum salary. (PW-CA3-313)	29- 7-33
C. S. VanAlstine, laid off Clk., Gr. 4, to be examined before being assigned as Stenographer, Gr. 2, if found satisfactory in other ways. (F-T-3036)	16-11-33
J. E. Brown, laid off from position of Trade Instructor, Vetcraft, Gr. 1, eligible for positions of Hospital Orderly, Caretaker, Watchman and Cleaner and Helper. (OS-36769).....	12- 1-34
Employees who qualified in postal exams, to be given preference in appt. for positions in P.O. but, failing such, perm. employees laid off from other than postal classes are to be considered. (PO-C34-3171).....	16- 2-34
W. H. Stubbs, former Preventive Officer, taken over by R.C.M.P., to be re-absorbed by Dept. if required, as retirement has never been effected. (C-PS-505)	5- 3-34
Seas. employees who have qualified for perm. appt. and who have been employed for more than one season, to be given preference for re-employment in such positions even though lay-offs from other Depts. may be available. (50-20NR)	9- 4-34
Court Reporters laid off from Pension Tribunal in any district to be eligible for re-employment by Canadian Pension Commission at Ottawa or elsewhere as required. (5-PH-(DUP.7)	13- 9-34
Priority to be determined by number of dependents other things being equal. (See case of H. W. Tuck and P. R. Burt). (OS-41957)	14- 9-34
Mr. S. Gold, laid off Astronomer, Gr. 1, eligible for employment at either Montreal or Ottawa. (OS-40520)	22-10-34
Foster Robinson, lay-off from Sheep and Swine Promoter, considered eligible for Live Stock Inspector. (OS-41160)	8-11-34
J. A. W. Labelle, originally appointed at Ottawa and transferred to Montreal, eligible for reassignment at either centre. (PH-PBB-3058).....	11- 6-35
Post Office Dept. to be asked to adhere to standing on original eligible list in restoring part-time employees in full-time positions. (24-PO)	9- 7-35
Persons qualified for full-time positions but employed seasonally, to be considered as lay-offs for seasonal employment only. (57-3-(Vol. 2).....	14- 5-36

CIVIL SERVICE COMMISSION—LAY-OFFS—REASSIGNMENT—*Cont.*

	Date of Minute
Assignment of lay-offs for Maritime Provinces & Quebec transferred to Assign-Branch. (SUB-31-(Vol. 3)	14- 1-37
Messrs. B. Porter and M. H. Fagan, though not recommended by P.D. Dept., to be given another chance in some other Dept. (OS-10531 and OS-33192)..	2- 3-37
T. B. Ferguson, laid-off clerk, Grade 3, Scott, Sask., now employed as Census Clerk, Ottawa, placed on list for employment at Ottawa, as he is employed at Headquarters and passed the Census Exam. (T&C-S-6060).....	22- 3-37
W. J. Barling listed for Clerk, Gr. 3, from which he was laid off, but not higher, though he previously held higher classification. (INT-F-10).....	21- 5-37
Decision that lay-offs from Clerical or Technical positions should be considered for lower grade positions reaffirmed. (OS-26442).....	4- 5-37

CIVIL SERVICE COMMISSION—LEAVE—ANNUAL

Employees allowed to carry over annual leave provided they have consent of Dept. (AGR-H1-259)	7- 3-24
Section 75 C.S. Regulations to be amended.....	14- 3-24
P.C. 1052, which provided for granting holiday leave at rate of 1½ days for each completed month of service not affected by new regulations.....	10- 1-24
Applications to be received for carrying over annual leave notwithstanding fact that fiscal year has closed. (27-1-G).....	11- 4-24
Professional Institute to be furnished with considerations which influenced Commission in making recommendation for carrying over annual leave. (27-1-G)	2- 3-25
Dept. to be circularized asking if, in their opinion, it would be in the public interest to cancel section 75, etc. (27-1-G).....	16- 6-24
Where an employee had made written application to carry over annual leave prior to passing of Order in Council of 4-1-26, such employee to be allowed to carry over his leave, otherwise not.....	2- 2-26
Ruling to apply to Departments.....	16- 2-26
Reply to Dom. Rly. Mail Clerks' Fed. and Professional Institute.....	26- 3-26
Special submissions to Council to refer only to cases where the exigencies of the Public Service have made it impossible or inexpedient for the Dept. to grant annual leave to an employee. (27-1).....	26- 3-26
Frank Ross, P.W.D., allowed to carry over 12 days to fiscal year 1926-1927. (PW-CA1-44)	19-11-26
Certain members of O.B. to carry over stat. leave to next fiscal year.....	9- 1-30
Request of Sec. of State Dept. that J. A. Clift be allowed to carry over 18 days' stat. leave for his first year of service disallowed. (OS-29465).....	25- 8-31
Dept. of Sec. of State authorized to carry over 13 days' stat. leave in case of Miss M. T. Maloney to fiscal year 1933-34. (SS-C-17).....	22- 2-33
Annual leave in cases of J. P. McCaffrey, Miss L. A. White and Miss T. Maloney carried over to fiscal year 1933-34. (SS-C-6).....	16- 3-33
Annual leave in case of Mr. E. Rodriguez carried over. (AUD-A-51).....	20- 2-33
Leave to attend conventions not to be charged to annual leave for ensuing year. (27-11)	19- 1-33
Application of Reg. 75 to any trade Comm. post by T&C. (27-1-T&C).....	6- 2-34
Annual leave in cases of Messrs. E. Rodriguez and A. O. Adamson, Auditor-General's Office, carried over to 1934-35. (AUD-A-51 and 3006).....	19- 2-34
Messrs. W. H. Casselman, R. L. Casselman, and W. V. Howard allowed to carry over stat. leave to fiscal year 1934-35. (AUD-A-39, 25 and 226).....	21- 3-34
Miss E. M. Elliott to carry over 18 days' stat. leave to 1934-35. (SS-P-3).....	14- 5-34
Officers of I&C on Continent of Europe allowed to accumulate annual leave. (27-1-I&C)	5- 6-34
Annual leave disallowed after completion of an extended trip. (See case of Mrs. E. Clement, PO-F-1566).....	24-10-34
Procedure in issuing extension certificates to cover statutory leave of temporary employees. (27-1)	12-11-34
A. Skeoch to carry over stat. leave to fiscal year 1935-36. (PO-DS54-187).....	25- 3-35
Miss R. P. Mills to carry over stat. leave to 1935-36. (F-W-128).....	24- 4-35
W. H. Casselman allowed to carry over 16 days' leave to 1935-36. (AUD-A-29).	6- 1-36
Stat. leave carried over to 1935-36 to be considered as part of stat. leave for that year and capable of being used for Vimy Pilgrimage in 1936-37. (40426)....	23- 4-36
Radiotelegraph Operators entitled to 28 working days.....	8- 5-36
Miss M. E. Wilson to carry 17 days' stat. leave to 1937-38. (NR-H-644).....	16- 2-37
Messrs. D. M. Ormond and J. D. Dawson authorized to carry stat. leave from previous fiscal years to fiscal year 1937-38. (27-1-J).....	22- 4-37

CIVIL SERVICE COMMISSION—LEAVE—ANNUAL—*Conc.*

	Date of Minute
Eight and one-half days annual leave carried from fiscal year 1932-33 in the case of Miss H. G. Wilson, Ottawa. (L-A-27)	23-12-37

CIVIL SERVICE COMMISSION—LEAVE—CERTIFICATES

Certificates not to be accepted from Osteopaths and Chiropractors for sick leave, (See case of G. E. Goodall, PO-C11-103)	17- 7-24
Certificates to be accepted from Osteopaths and Chiropractors if physician issuing is qualified by the laws of the province in which he is practising and his certificates are accepted in the Courts of that province. (AGR-H2-182)	6- 7-26
Referred to Chairman for consideration. (27-15)	17- 8-26
Not necessary to inform Departments as to status	3- 9-26
Chiropractor's certificate submitted by Mr. G. E. Goodall, Postal Clerk, Edmonton P.O., in connection with his absence may be accepted. (PO-C11-103).	
Draft letter to Mr. L. J. Gaboury, Deputy Postmaster General, regarding Osteopaths and Chiropractors, etc., was approved	21- 2-29

CIVIL SERVICE COMMISSION—LEAVE—DESIGNATED CAUSES

Departments to be advised that special leave with pay may be granted under "designated causes" in any case for which they already have a precedent but that, if a fresh cause for recommending leave should arise it should be referred to the Commission for consideration	19-12-23
Moving (not to exceed one day in a year) considered as one of the designated causes for which special leave may be granted. (27-2-G)	1- 2-24
Missing a train not considered a cause for leave with pay. (PO-PS-36)	10- 9-24
Leave with pay for writing C.S. Examinations approved. (27-13-G)	18- 3-25
Special leave following a death for the purpose of winding up an estate. (C-H-559)	4-12-25
Jury duty cause for special leave with pay. (C-5F-11)	11- 3-26
Circular letter to be sent to Departments regarding above	14- 5-26
Subpoenaing an employee as a witness in Court of Law cause for special leave with pay. (7-3-INT-DL)	3- 7-26
Military duty (to attend military funerals, etc.) cause for special leave with pay. (27-2)	9- 3-26
Attendance at Pension Board or detention in hospital for Observation pending pension settlement, cause for special leave with pay. (PO-F-899)	8- 1-25
Leave to write on matriculation examinations of the Ontario Dept. of Education to be designated as a cause for special leave with pay, under section 69 of the Regulations. (27-2-(Vol. 2))	22- 6-29
A summons to attend the Beatty Commission designated as a cause for special leave with pay. 27-2-(Vol. 2))	25- 7-29
Leave for the purpose of being fitted with an artificial limb to be granted and designated as a cause for leave with pay. (See case of Mr. P. Birnie). (PO-C12-11)	18-10-29
Payment of witness fees may be disregarded in so far as it might affect the payment of salary to an employee who has been granted leave of absence to appear as a witness in court. (PO-C48-9)	6- 7-32
Leave without pay approved for certain seasonal Assistants in Forest Surveying who have not been employed owing to the curtailment of the work. (INT-F-111)	19- 1-33
Writing examinations which will improve employee's service. (27-2-NR)	22-12-36
	and 7- 1-37

CIVIL SERVICE COMMISSION—LEAVE—EXEMPT POSITIONS

Unnecessary to make special regulations in such cases. Where such action was desired by Dept., Commission to include in its regulations under Sec. (b), provision that "persons appointed under the particular exemption therein dealt with, should be subject to the general C.S. Regulations governing leave of absence. (27-1-1)	27- 5-25
Leave approved in case of employee appointed under Dept. of N.R. Act as amended. (NR-H-47)	11- 1-32
Employees of P&NH considered as coming under C.S. Reg. from commencement of service. (See file of W. Duberville, OS-23326)	24- 8-29

CIVIL SERVICE COMMISSION—LEAVE—HOME WORK

	Date of Minute
Further information to be obtained from Interior Dept. in connection with request that Mrs. P. C. Macfarlane be allowed to perform work at home. (INT-NI-55)	29-10-26
To be allowed to carry on her official duties for approx. one year.....	9-11-26
T. E. Dansereau, allowed to do his work at home. (MA-ACC-5).....	30- 7-29
Interior Dept. may permit Miss M. H. Loughheed to work in Europe provided she guarantees same kind and amount of work as she produces in Canada. (INT-DP-3100)	12- 1-34
G. Chrysler, Dept. Librarian, work to be measured by Library Committee. (ND-CGS-1)	31- 8-34

CIVIL SERVICE COMMISSION—LEAVE—MILITARY DUTY AND MILITARY INSTRUCTION

Leave without pay approved for employees attending schools of military instruction. (R&C-RC-869)	5- 1-24
Question of leave on account of Military duty to be taken up officially with Department of National Defence. (7-3-PTC).....	15- 2-26
Military duty in the case of members of militia called out for Military funerals, etc., cause for special leave with pay. (27-2).....	9- 3-26
When an employee has not sufficient leave credit to cover his absence to attend military camp, such time as could not be covered by special or annual leave charged as a debit to further special leave credit. (27-8).....	9- 5-30
Leave to attend military training camp not to be a charge on the special leave credit. (H-F-4)	29- 6-36

CIVIL SERVICE COMMISSION—LEAVE—MISCELLANEOUS

Interpretation of words "continuous service" in Sections 67 & 69. (27-2-G).....	13- 2-24
Interpretation of words "continuous service" in Sections 67 & 69. (27-2-G).....	3- 3-24
Vacation period, superior Civil Staff, R.M.C. Kingston.....	22- 5-24
General clause to be framed to allow deputy heads greater latitude in granting leave in unforeseen circumstances. (PO-F-70).....	31-10-24
Leave to be dealt with Dept. itself if within the limit fixed by Regulations. Case of E. S. Baillarge. (R&C-Q-209).....	9-4-25
Sam Scott granted leave to attend Highland Gathering at Banff. (AUD-A-450)	3- 9-27
Absence on Saturday following Good Friday and Easter should be charged to stat. leave if same has not been exhausted, otherwise to leave without pay. (27-2-(Vol.2)	8- 4-29
Part-time Medical Officers in Dept. of P&NH, who are on duty for a specific number of hours daily, to be given full-time leave credit. (27-1-P&NH)....	15- 5-29
W. J. Duberville, Clerk, Gr. 4, P&NH, Ottawa, considered perm. and entitled to leave based on his full period of continuous service. (PH-PA-906) Refers to all P&NH employees.....	24- 8-29
Employees in Depts. who were transferred before the establishment of the Dept. of P&NH and whose service in the S.C.R. was continuous with their service under the C.S. Act, to be allowed leave credit for their employment in the Dept. of S.C.R. (27-2-INT).....	6- 9-29
Employees who have had service with the Canadian Govt. Railways not entitled to have such service considered in computing their sick leave credits. (27-2-R&C)	12-10-29
With reference to a letter from Auditor General, the Commrs. asked to have before them certain cases where sick leave was granted preceding retiring leave in order to ascertain whether Dept. intended to retire the employee. (27-4)	24- 4-30
Suggestion to be made to Dept. of Finance that a bulk vote in the Estimates to provide for employees on retiring leave would be desirable, etc. (F-A-3)	3- 5-30
Depts. to be circularized of ruling of Justice Dept. that it is contrary to regulations to grant sick leave in addition to retiring leave when it is known that the employee does not intend to return to duty. (27-4).....	29- 9-30
Granting of sick leave in addition to retiring leave. (27-4).....	14-10-30
P.O. employees absent on account of annual leave during the period in which civic holiday falls to be allowed one-half day in lieu thereof if civic holiday is declared a holiday for civil servants by Order in Council. (27-1-PO).....	21-10-30
Dept. to be advised that period of service of W. L. Veniot as Private Secretary to the Postmaster General cannot be counted for the purpose of calculating leave credit. (PO-F-2010).....	2- 4-31

CIVIL SERVICE COMMISSION—LEAVE—MISCELLANEOUS—*Con.*

	Date of Minute
An employee not to be given an accumulated leave credit based upon previous service in an exempt position should he be appointed to a classified position; such appointment to be looked upon as bringing him for the first time under the C.S. Regulations. (27-16).....	1-10-30
Holiday leave for Census staff who are being laid off before completing one year's service. (27-1-T&C).	5- 3-32
Dept. of Mines to grant such leave as may be absolutely necessary to employees who are engaged on investigations into the treatment and reduction of radioactive minerals until the necessary Order in Council for the granting of such leave is passed. (27-2-MI).....	28- 5-32
Employees of the Royal Canadian Mint to be allowed accumulated leave credit for sick and special leave based on their full period of continuous service with deductions for absences since January 1st, 1924. (F-M-130).....	18- 6-32
Dept. of P&NH to be advised that three months' retiring leave on behalf of Mr. G. D. Allen would have been approved instead of two months had the circumstances of his employment been made known and the leave recommended before his retirement was approved by the Governor in Council. (OS-31688).	14-10-32
G. S. Martin, Postal Clerk, London Post Office, loaned to the Simcoe Post Office as Postmaster instead of being granted leave without pay to enable him to take over the duties of Postmaster. (PO-C21-139).....	9-11-32
James Losty granted one month's sick leave and four months' ret. leave. (OS-34700).	30- 1-32
Extension of sick leave for Miss A. St. Denis disallowed.....	13- 1-33
A medical certificate to be asked of the Dept. in connection with the recommendation that an additional six months leave without pay be granted in the case of H. F. Hodgins. (C-24E-41).....	17- 1-33
Sick leave recommend for E. O. Bailey, Cus. Ex. Examiner, Montreal, disallowed but retiring leave to be approved in this case if recommended by the Dept. (C-10D-307).	27- 3-33
Three months' leave with pay to improve her art recommended on behalf of Miss M. H. Loughheed, Artist, Victoria, disallowed. (INT-DP-3100).....	13- 9-33
Draft letter of explanation regarding proposed changes to be sent to Treasury Board. (SUB-54-(Vol. 2).....	21- 9-33
Mr. A. Lussier to be shown as absent without leave rather than as on leave without pay. (MA-A-11).	21-10-33
Leave under Section 68 recommended for Claude Brabason, who claims that his illness was caused by exposure while on survey work, disallowed. (INT-GS-40).....	28-11-33
Routine cases with pay to be included in Schedule Minutes; doubtful cases to be referred to Commissioners. (SUB-31-(Vol. 2).....	16- 4-34
Leave to take part in the Dominion Drama Festival to be charged to statutory leave or leave without pay. (T&C-EG-69).....	18- 4-34
Postal Helper moved from full-time to part-time position considered entitled to leave credit based on full-time service and eligible for retiring leave. Case of E. C. A. Giguere. (OS-42067).....	15- 5-34
Leave without pay in monthly statistical report not to include suspension or absence without leave. (SUB. 54(Vol. 3).....	14- 8-34
Recommendation that special leave be granted for the purpose of donating blood for serum purposes disallowed. (Case of P. J. Moulds PO-F-1780).....	19-11-34
Seasonal employees assigned to permanent positions during lay-off period regarded as having had continuous service and their leave credit computed on this basis. (PO-C24-1253).	25- 2-35
Carrying over statutory leave recommended for Vimy Pilgrimage. (27-2-(DUP.2).	16- 5-35
Dr. E. Belanger, Bureau of Translations, leave credit based on full length of service, disregarding break. (SS-T-3005).....	31- 7-35
Former employees of S.S.B., who have had no break in service, to be given leave credit based on whole period. (27-2-PO).....	37- 7-35
Basis of establishment for leave credit of staff of Bureau for Translations transferred from House of Commons and Senate. (OS-43070).....	24- 7-35
Minister's staff to accumulate leave credit of attendances record is kept. (MA-A-3).	20-11-35
Death in family defined in letter to Fisheries. (27-2-(Vol. 2).....	22- 1-36
Leave under Section 68 to be granted to enable an employee to return to duty, but steps towards retirement to be taken as soon as it is definitely determined that return to duty will not be possible. (INT-GS-154).....	27- 3-36

CIVIL SERVICE COMMISSION—LEAVE—MISCELLANEOUS—*Conc.*

	Date of Minute
Suggestion that in case of disappearance special leave might be allowed for two months as a charge against the death gratuity. (See case of E. H. Finlayson). (INT-F-1).....	7- 4-36
Stat. leave carried over to 1935-36 to be considered as part of stat. leave for that year and capable of being used for Vimy Pilgrimage in 1936-37. (40426)....	23- 4-36
Draft letter regarding the granting of special leave to attend funerals approved in reply to enquiry from the Comptroller of the Treasury. (27-2-(Vol. 2)).....	24- 8-36
Practice of granting retiring leave based only on employee's service completed before commencement of such leave continued. (ND-RMC-65).....	16- 9-36
Temporary employees re-engaged each season to be subject to Section 69 (b) of Regulations. (C-28A-3000).	2-10-36
Printing Bureau employees, when promoted to perm. positions on clerical staff to be given leave credit for full length of service. (See case of George McCann). (CS-A-144)	1- 5-37
Proviso <i>re</i> deduction of sick leave from retiring leave in event of failure to return to duty to be used in all cases where sick and retiring leave should be continuous for more than one year. (PO-C51-337).....	26-10-37

CIVIL SERVICE COMMISSION—LEAVE—OVERSEAS SERVICE

Term "continuous service" to cover cases of employees who were granted leave of absence for Overseas Service and returned to their old positions but, where employees resigned for such purpose, service to be reckoned from second appointment. (27-19-G).....	5- 2-24
---	---------

CIVIL SERVICE COMMISSION—LEAVE—PREVAILING RATES EMPLOYEES

Not eligible for leave with pay under quarantine. (P&S-M-129).....	10- 7-24
Printing Bureau employees, when promoted to perm. positions on clerical staff, to be given leave credit for full length of service. (See case of George McCann.) (CS-A-144)	1- 5-37

CIVIL SERVICE COMMISSION—LEAVE—RETIRING

Seasonal employees eligible for retiring leave. (AGR-E-55).....	24-12-24
Female employees, who have been married for some time and retained their maiden name, not eligible for retiring leave. (OS-1192).....	21- 5-24
Regulation to be changed to permit of granting retiring leave up to a maximum of six months to employees being superannuated. (27-G- (Vol. 2)).....	6-11-24
Sliding scale approved.....	9-12-24
Retiring leave for F. W. Waugh (Missing) Mines Department. (MI-G-93)....	24- 3-25
Samuel Mellard, part time Caretaker, granted 60 days retiring leave.....	9- 6-25
Only sixty days to be granted under Sec. 73 to employees resigning voluntarily but who are eligible for a withdrawal allowance under the Superannuation Act 1924. (H-Q-13).....	26- 1-26
Section 73 to be amended. (H-Q-13).....	17- 2-26
<i>Re:</i> Whether retiring leave granted an employee who is to be superannuated at seventy must be completed before 70th birthday is reached. (27-4).....	22- 9-26
In dealing with retiring leave for employees who have previously been granted such leave in connection with lay-off, such employees to be considered eligible for retiring leave based upon their services since date of re-assignment or to the unused portion of retiring leave previously granted, whichever may be greater. (27-4).....	7-10-26
Claim of Miss Rita Grosvenor for Sixty days' retiring leave disallowed in as much resignation has been accepted by Order in Council. (OS-10247)....	7-10-26
A representative of the C.S.C. to discuss with Justice the matter of granting retiring leave to employees, who are contributors under the Superannuation Act 1924, if they have passed the age of seventy years and their employment has not been extended in accordance with the provisions of the Act. (27-4)	3-11-26
A report was ordered submitted to Council recommending that employees appointed under departmental authority prior to the passage of the Civil Service Act of 1918 who are occupying permanent positions but whose permanent status has never been confirmed be considered eligible for retiring leave. (27-4)	20- 6-27
Case of W. C. Baldwin, Immigration & Colonization. (I&C-W-104).....	31- 8-27

CIVIL SERVICE COMMISSION—LEAVE—RETIRING

	Date of Minute
Retiring leave to be granted to an employee after he has reached his seventieth birthday. (CS-27-4).....	6- 9-27
Former procedure of granting two months' leave with pay in lieu of notice and one month for each five years' service as retiring leave to be discontinued. (IA-IA3-482 and 57-3-1 (Vol. 1).....	22- 1-25
Retiring leave for seasonal employees to be based on actual service. See case of Peter O'Brien, Dept. of R&C. (OS-20251).....	11-12-28
In the case of employees of the Dept. of N.R. whose retirement has already been authorized by Order in Council from the date from which retiring leave is to commence, it was decided that the Commission could not deal with the applications for retiring leave in these cases, etc. (OS-20401).....	12- 1-29
The words in Sec. 73 of the Regulations, "persons who are being retired under the provisions of the Sup. and Ret. Act, Chap. 17 R.S. 1906" to be held to apply to contributors to the Ret. Fund. (27-4).....	26- 1-29
Procedure regarding granting contributors to Retirement Fund extended retiring leave. (27-2-PO).....	5- 7-29
If Miss Vivian Amsbury, married August 3, files a statutory declaration stating that she was unaware of the regulation regarding marriage of female employees, the Commissioners will approve her being granted the balance of the two months, i.e. Sept. 23 to Oct. 2. (Bd. Decision).....	24-10-29
Leave granted to lay-offs to be based on continuous service inclusive of the time which they have been employed in a temporary capacity after lay-off. (OS-32399).	22- 4-32
Miss Dorothea Lindsay to be granted the balance of her retiring leave, having been granted part of it when laid off, and her services in Dept. of Fisheries not to be considered. (OS-33154).....	14- 6-32
Portion of retiring leave approved in case of A. Chiquette based on leave credit accumulated while on leave without pay immediately preceding retirement. (OS-36211)	23- 2-33
Retiring leave not to be augmented by special leave. (See case of Miss Olive K. Murray). (OS-36575).	3- 3-33
Sixty days' retiring leave approved for Miss Yvonne Cote following the expiration of her statutory leave. (OS-38162).....	9- 5-33
Retiring leave for employees over sixty-five years of age to commence September 1st, 1933, in accordance with the Order in Council.....	8- 8-33
Leave to be cancelled in case of Miss T. M. B. Bowes, Department of Finance, unless she can furnish declaration that she was not aware of regulation requiring resignation on marriage. (OS-41126).....	14-12-33
D. D. McKie, Hospital Orderly, Gr. 3, London, who was granted only two months' retiring leave, would have been granted three months' leave if the facts in his case been known. (OS-40475).....	21-12-33
Employee whose resignation was forced and later withdrawn to be treated as lay-off and no refund for retiring leave required. (INT-DP-416).....	19- 1-34
Five months' retiring leave approved for Mr. James Gunn, instead of four months provided the Order in Council approving his retirement is amended. (OS-40247).	6- 2-34
Two months' retiring leave approved for Messrs. Alfred Labelle, A. C. Bennington and W. G. M. Robertson, formerly employed as Pension Counsel, notwithstanding the fact that the status of these employees is still unsettled, and that even if they have been brought under the C. S. Act, such action dates only from 1-10-33, when the amendment to the Pension Act became effective. (OS-41477, 41476, and 41475).	6- 2-34
Retiring leave granted to employee subsequently recalled, may be reduced by statutory and compensatory leave. (INT-AC-111).....	18- 4-34
Request for cancellation of retiring leave in case of retirement on ground of ill health referred to Treasury Board. (See case of R. J. Carter, PO-F-1703)...	28- 4-34
Notice to Dept. regarding leave which would have been allowed if Order in Council had not been passed. (W. A. Sutter, OS-41284).....	23- 5-34
Retiring leave may include leave credit accumulated during absence without pay. (A. Bald, OS-42206).	25- 5-34
Retiring leave to commence later than date of marriage on account of departmental necessity. (Miss H. C. McCarthy, PO-Sec-46).....	13- 6-34
Employees of Royal Canadian Mint who are under British Superannuation Acts entitled to same treatment as those under Canadian Acts. (See case of T. H. Mansell, F.M. 52).....	17-11-34

CIVIL SERVICE COMMISSION—LEAVE—RETIRING—*Conc.*

	Date of Minute
Retiring leave granted after seventy (see case of John McLeod. OS-42526)..	24-11-34
Cancellation of retirement involves refund of retiring leave except in case of lay-off. (Case of H. V. Gates, FS-FH-34D).....	1-12-34
Sixty days' retiring leave approved for Mr. John Lowe approved, in view of explanation regarding his suspension. (AGR-EF-13).....	18-12-34
Memorandum re, payment of allowance during retiring leave approved. (27-4).	22- 1-35
Leave refused in case of W. E. Horne, 74 years of age, whose services has not been extended. (OS-43294).	6- 3-35
Retiring leave shall not be approved until the marriage certificate has been furnished. (27-4).	25- 4-35
Leave granted after 70th birthday to Sydney Denes, Lightkeeper. (OS-44852)..	13- 1-36
Statutory and other leave need not be completed before date of retirement in case of temporary employees who are not eligible for retirement leave. (See case of M. R. Nickerson. OS-45762).....	27- 6-36
Miss Margaret McPhee, who resigned after date of marriage, granted sixty days' retiring leave less the time from date of marriage until she resigned. (OS-46856).	18-11-36
Leave refused Mr. E. Trudel who was over retiring age when apptd. (OS-47537)	16-12-36
Retiring leave on resignation refused in case where thirteen days had already been granted on account of abolition of position...(See case of Vera Daye, OS-9198).	9- 1-37
Retiring leave granted employee whose evidence has not been completed. (See case of Miss D. Holmes, BPC-A-109).....	30-10-37

CIVIL SERVICE COMMISSION—LEAVE—SEASONAL EMPLOYEES

Seasonal employees eligible for retiring leave. (AGR-E-55).....	24-12-23
Not considered entitled to pay if illness occurs during lay-off period.....	11- 8-24
Entitled to cumulative sick and special leave at 1½ and 1 day per month respectively, based on actual service. (27-7-G).....	11- 8-24
Sick leave for those whose disability continues throughout lay-off period. (27-6)	4- 6-25
Seas. employees entitled to sick leave to extent of credit for any periods which they may absent themselves on account of illness during the operative season. (Minutes of 21-8-20 and 11-8-24, & 4-6-25) (27-6).....	19-11-29
Above effective from present season of navigation. (27-6).....	9-12-29
If Dept. recommends sick leave without pay for W. Hagborg, seas. Plant Disease Investigator, who was unable to report for duty for two seasons owing to illness, request to be approved. (OS-33495).....	23- 2-33

CIVIL SERVICE COMMISSION—LEAVE—SICK

Under new sick leave regulations, all employees to be given clean sheet, etc., and any leave already granted and not yet expired to stand but portion coming after 1-1-24 to be charged under new regulations.....	19-12-23
Employees who have exhausted all sick leave with pay not entitled to leave with pay until they have returned to duty. (INT-13-91).....	5- 2-24
Special leave with pay not to be granted as an extension of sick leave. (7-3-I&C).	3- 7-25
A part time Immigration Inspector who follows no other occupation considered eligible for sick leave with pay. (I&C-I3-91).....	1-10-25
Sick and special leave for lay-offs re-assigned. (27-2).....	6-10-25
An employee, after having exhausted his leave, must return to duty before further leave with pay can be allowed. (27-2-G).....	27- 9-24
Short absences due to accident on duty to be charged to sick leave. (14-6).....	30-10-24
Sick leave credit for part time Cleaners and Helpers to be based upon the full period of continuous service and special leave at the rate of two-thirds of amount of sick leave granted to be allowed. (27-2-PW) 10-11-26.....	21- 1-27
In cases where sick leave with pay in excess of one year has been recommended by Depts., enquiry to be made so that only deserving cases might be granted the additional leave. (Case of J. Leprohon) (ND-A-46).....	27- 2-28
Service with the Commissioners of the Transcontinental Railway or on the Canadian Government Railways not to be recognized in computing the available sick leave credits. (27-2-R&C).....	20- 7-29
Commissioners confirmed previous decision. (27-2-R&C).....	12-10-29
When a certificate has been secured from P. & NH Dept. that an employee's general health is not good, it is not necessary to obtain a medical certificate for every absence beyond 12 days allowed on own declaration. (27-2-NR)..	3- 3-30

CIVIL SERVICE COMMISSION—LEAVE—SICK—*Con.*

	Date of Minute
Where proper medical certificates have been furnished and sick leave has been recommended by the Department, the Commission must approve of same and retiring leave is considered as a separate matter. (27-4).....	29- 4-30
James King granted further sick leave up to December 19th, the Dept. to be advised that it may grant further leave if it feels justified but that, if it transpires that Mr. King must in the end be retired, retiring leave to which he might otherwise be entitled will be reduced by the amount of sick leave granted while his case was in doubt. (MA-AG-233).....	5-10-31
Sick leave disallowed where retirement is contemplated. (See case of D. G. Hattie). (C-13K-88).....	20- 3-33
Leave with pay for operation which might be performed at any time dependent upon employee's choosing time convenient to Department. (See A. E. Axcell, MA-R-903).	21- 9-33
Eight days in excess of one year allowed Mr. Peter McLuckie. (PW-CE-178)..	25-11-33
Further sick leave with pay refund to R. L. Laprairie, P. O. Dept., because of contemplated retirement at 65 years of age. (PO-DS24-5).....	26-12-33
United Postal Employees advised that Post Office Department may reckon by calendar days if it wishes to do so. (27-2-PO).....	5- 3-34
Special procedure in connection with sick leave authorized for Dept. of P. & N. H. (SUB-54-(Vol. 3).....	18- 4-34
Mr. S. E. McElary, Clerk, Gr. 4, Railways and Canals, granted sick leave for half time from May 16 to June 1. (R&C-A-126).....	2- 6-34
Sick leave preceding retirement disallowed. (See case of Lucien Pare. (OS-42793)	26-10-34
Suggestion of P. O. Dept. that penalty be imposed for failure to produce medical certificate within seven days disallowed. (27-2-(Vol. 2).....	6-11-34
Sick leave not concurred in by Health Department cannot be paid. (See case of H. O. Prudhomme. C-10D-93).....	30-11-34
Leave credit to cease to accrue after three months' absence without pay. (27-2-(DUP)	10- 1-35
Leave without pay to employee who refused to follow any medical treatment. (Case of J. Whitehead) (PO-DS49-168).....	10- 1-35
Leave credit to remain stationary during employment in Minister's Office.....	15- 1-35
Leave credit for full-time Postal Helpers reduced to part-time to accumulate for first three months of part-time service. (27-2-PO).....	2- 2-35
Ruling regarding accumulation of leave credit during a period of absence effective from January 1, 1935. (27-2-(DUP).....	4- 2-35
Casual leave increased to 18 days in case of Miss M. M. Amm. (ND-C-30)....	28- 3-35
Casual leave extended to eighteen days in case of R. M. Knox. (AUD-A-228)..	29- 4-35
Statutory holiday not considered a "working day" for P. O. Outside Service required to be on duty. (SUB. 27-(Vol. 2).....	20- 5-35
Retirement recommended by Comm. on account of age. (A. Dussault, MA-SS-28)	17- 6-35
Retirement suggested at expiration of sick leave for employee of sixty-five. (See case of J. A. Francis. OS-40422).....	30- 7-35
Leave granted without medical certificate. (See case of Thos. Fish OS-44430)...	18-11-35
Miss Jessie Byers permitted to work half days for the month of January. (I&C-H-386)	22- 1-36
Sick leave broken by a period of statutory leave requires submission to Commission if over two months. (See case of Margaret McKain. OS-45027)...	5- 2-36
New medical certificate form approved and changes in regulations to fix authority of Health Department. (47-3).....	24- 3-36
Miss R. V. D'Arcy granted sick leave half-time from March 26 to April 17, 9 days with pay and the remainder without pay. (MI-A-24).....	16- 4-36
Sick leave with pay approved notwithstanding physician's statement that Mr. David Purdy will never return to duty. (PO-C6-291).....	30- 6-37
Proviso <i>re</i> deduction of sick leave from retiring leave in event of failure to return to duty to be used in all cases where sick and retiring leave would be continuous for more than one year. (PO-C51-337).....	26-10-37
Special leave with pay disallowed to take course of studies. (C-A-158).....	23- 1-24
Leave for extended trip.....	28- 2-24
Leave for extended trip.....	24- 3-24
Special leave with pay allowed male employees on occasion of marriage. (INT-TS-54)	19- 4-24
Leave for Bisley shoot allowed under Section 69. (27-16-G).....	22- 5-24
P.C. 1299 of 8-6-20 to cover other conferences and conventions as well as C. S. conventions. (PO-A4-33)	3- 7-24
Also Conferences of Amputations' Association.....	17- 7-24

CIVIL SERVICE COMMISSION—LEAVE—SICK—*Con.*

	Date of Minute
Employees not eligible for leave for extended trip unless he has completed five years' service. (AGR-H2-260)	13- 8-24
Leave with pay for three days in cases of domestic difficulty	12-11-24
Special leave for lay-offs reassigned	6-10-25
Special leave of two-thirds amount of sick leave granted allowed to part-time Cleaners and Helpers. (27-2-PW)	21- 1-27
Medical certificates not required with recommendations for leave without pay owing to illness in family. (R&C-WC-3017)	2- 3-27
<i>Re:</i> six weeks' special leave to attend Royal School of Artillery at Kingston. (Case of S. C. Hood.) (C-28A-3)	17- 1-28
Employees granted leave without pay to attend Ontario Rifle Association matches and Dominion Rifle Association matches. (27-12)	5- 5-28
<i>Re:</i> Section B, Minute 124. Ruling changed to allow three days' for each year's service after five years, but no further leave of this nature to be granted until the expiration of a further five years. Depts. circularized. (CS-A-140 and 27-2-(Vol. 1)	13- 7-28
Special leave for extended trip. Depts. to use own discretion as to what constitutes an extended trip. (27-2-(Vol. 2)	17- 7-28
Depts. to be circularized that leave for extended trip cannot be granted in excess of thirty days. (27-2-(Vol. 2)	15- 9-28
Attendance at meetings of Superannuation Advisory Committee designated as a cause for special leave under Section 69. <i>See</i> Minutes of 14-2-29. (PO-C49-2006)	22- 2-29
Leave to write Matriculation Exams. cause of special leave. (27-2-(Vol. 2)	22- 6-29
Special leave on account of illness in family. (27-2-(Vol. 2)	11- 1-30
Writing exams. of any kind cause for special leave. (27-2-Vol. 2)	19- 2-30
Ruling of May 9, 1930, regarding leave to attend military camp to apply also for leave of absence to attend the Henley Regatta and the Olympic games. (27-12)	30- 5-30
Employees subpoenaed as witnesses in the trial of Bouchard and Chartrand given special leave with pay for the absence rendered necessary by the court proceedings. (PO-C24-1228)	21- 4-31
W. J. Egan, Deputy Minister of I. & C., to be advised that his suggested application of the regulations regarding special leave for a trip is not permissible. (24-2-Vol. 2)	2-10-31
Case of James King, Marine Department. (MA-AG-233)	5-10-31
Leave for extended trip disallowed in connection with retiring leave. (Case of Miss O. K. Murray. OS-36575)	3- 3-33
Leave not allowed for tour of directing staff, National Defence. (Case of R. F. Cosh, N.R.-H. 680)	21- 9-33
Visit of Ottawa Highlanders Band to New York Staff Ceremonial duties considered to justify special leave under the heading of military duty, the commanding officer having certified to that effect. (Case of N. H. Moore. PO-PS-199)	2- 2-32
Leave for extended trip to follow full annual leave. (Case of Miss L. M. Rowan. T&C-S-387)	2- 5-34
Enquiry to be made regarding special leave for military bandsmen. (27-2-PH)	5- 5-34
Membership in a team selected for Empire Games designated as a cause for special leave with pay under Section 69	23- 7-34
Travelling leave approved for J. H. Magee, Dept. of Labour, although six days' statutory leave had been used. (L-A-31)	14- 8-34
Leave with pay not allowed for attendance at Canadian Expeditionary Forces' Reunion. (PO-F-2187 and 2183)	4- 9-34
Leave on account of illness in family recommended by Dept. and concurred in by P. & N. H. not to be disallowed merely on ground that employee is performing nursing duty. (<i>See</i> case of Mme A. Gi-Boin, SS-R-6)	17- 9-34
Leave for attending ordination ceremonies disallowed. (Case of Hector Roy.) (PO-F-2188)	3-10-34
Circular letter <i>re</i> abuse of leave for extended trip. (CS-A-54)	24-10-34
Report to be submitted to Council recommending special leave on behalf of Mr. J. N. Ingersoll, Surveys Engineer, Gr. 1, under Section 68 of the Regulations. (INT-GS-154)	24-10-34
Comptroller of Treasury asked to delete from his manual the ruling regarding leave for illness in family. (Case of L. Sarault, PW-A-332) (B.D.)	3- 1-35
Circular letter authorized <i>re</i> leave for trip to follow full annual leave. (SUB. 54. Vol. 3)	10- 1-35

CIVIL SERVICE COMMISSION—LEAVE—SICK—*Conc.*

	Date of Minute
Leave credit to cease to accrue after three months' absence without pay. (27-2-(DUP))	10- 1-35
Employees writing examinations to be marked "on duty." (27-2-(Vol. 2))	10- 1-35
Leave credit to remain stationary during employment in Minister's Office	15- 1-35

CIVIL SERVICE COMMISSION—LEAVE—SPECIAL

Deduction from leave credit for jury duty to be based on actual amount of salary paid. (PO-C30-458)	30- 1-35
Leave credit for full-time Postal Helpers reduced to part-time to accumulate for first three months of part-time service. (27-2-PO)	2- 2-35
Leave to member of Bisley Team not dependent on special leave credit. (F-M-3)	30- 4-35
Carrying over statutory leave recommended for Vimy Pilgrimage. (27-2-(DUP.2))	16- 5-35
Special leave to replace statutory leave used in conducting Boy Scouts Camp disallowed. (NR-H-406)	10- 7-35
Leave granted J. H. Adams to proceed to England with military detachment. (PO-C49-1636)	
John M. MacLennan granted ten days' with pay to go to Scotland notwithstanding the fact that Mr. MacLennan is temporary employee. (T&C-S-2009)	29-10-35
Special leave with pay granted J. N. Hendrie on account of steamer being delayed (ND-AC-51)	27-12-35
Special leave for trip disallowed on account of suspension. (PO-DS54-27)	17- 2-36
Special leave granted to Miss J. M. Raitt for extended trip, notwithstanding the fact that two and one-half days' annual leave has been used. (AUD-A-307)	2- 1-36
Special leave with pay granted to employees with less than six months' service to write on civil service examinations, notwithstanding Section 69 (b) of Regulations.	4- 5-36 21- 4-36
Leave for settling an estimate may be granted within one year of testator's death. (27-2-(Vol.2))	24- 6-36
Section 68 to be amended to cover employees engaged in hazardous occupation. (27-2-MI)	24- 6-36
Mileage allowance of Railway Mail Clerk not considered as salary in connection with jury duty. (See case of E. Dufresne, PO-DS30-125)	8- 7-36
Full pay granted to Mr. R. Deziel while on jury duty as foreman in murder case. (NR-H-266)	22- 7-36
Special leave with pay not granted to attend court where employee is one of the litigants in the case requiring attendance. (27-2-DUP)	18- 5-36
Special leave for Vimy Pilgrimage not to count as part of ten months' active duty required for increase. (59-1-(Vol.2))	14- 8-36
Leave for extended trip granted R. Veitch notwithstanding that some of statutory leave had been used. (P&C-P-91)	11- 9-36
Edmond Robitaille granted five days' special leave to accompany band to Paris in connection with Vimy Pilgrimage. (Considered as military duty.) (C-13D-48)	14- 9-36
Leave for settling estate of uncle not allowed to person appointed by Court to act as administrator. (See case of F. L. Pilgrim, PW-CE-156)	30- 9-36
William Brand granted fourteen days' special leave to cover attendance as a member of the Pipe Band and leave for the Vimy Pilgrimage, Mr. Brand having already used one week's holidays. (PW-CA2-203)	3-10-36
Leave allowed for trip when statutory leave had been used. (See case of A. G. Lewis, ND-A-21 and L. S. Holiday. (PO-DS54-22)	6-10-36
Twenty-four days' special leave approved for trip notwithstanding fact that all annual leave has been used, on behalf of E. R. Williams, in view of the grounds upon which he has applied for it and that the trip was not contemplated when annual leave was taken. (FT-HQ-14)	31-10-36
Special leave granted to employees writing exams. which result in giving more satisfactory service. (27-2-NR)	22-12-36
Trip leave allowed to Miss M. E. Seaton for trip under 48 hours because rendered necessary by state of health which also prevents her travelling by train. (F-W-23)	6- 1-37
Requirement that no substitute be employed in connection with trip leave not insisted upon, for those selected to accompany military contingent to Coronation. (PO-C24-89)	31- 3-37

CIVIL SERVICE COMMISSION—LEAVE—SPECIAL—*Conc.*

	Date of Minute
Temp. employees eligible for leave for extended trip. (F-S-3141).....	20- 4-37
J. A. Kidd granted special leave for time required to write examinations only. (AUD-A-183).....	13- 8-37
British Empire Games to be treated in same manner as Bisley Team. (Report to Council subsequently withdrawn, as leave not required.) (SSC-E-315)...	9-12-37
Fifteen days' special leave approved on behalf of Miss K. E. Howe to take extended trip if the five days' annual leave taken can properly be charged to sick leave. (T-AR-30).....	18- 1-38

CIVIL SERVICE COMMISSION—LEAVE—S.C.R.

Deductions to be made from sick leave credit of a number of days corresponding in actual daily rate of pay to the amount paid out rather than for the full period of absence. (27-8-G).....	4-12-24
Draft letter to Depts. approved.....	16-12-24
Procedure regarding returned soldiers suffering a recurrence of war disability approved. (27-7).....	26-10-26
Above effective from date of approval. (27-7).....	25-11-26
Question of granting 19 employees of S.C.R. five years' leave without pay while on loan to British Ministry of Pensions referred to Justice Dept. for opinion. (50-SCR-IP).....	1-10-26
Draft report to Council recommending leave as above approved.....	26-10-26
Leave approved for indefinite period for SCR employees pending action of Council. (50-SCR-IP).....	15- 2-27
Ruling of 26-10-26 cancelled and civil servants who are undergoing SCR treatment for war service disability to be paid full salary while leave is available irrespective of compensation also payable. Departments to be circularized regarding same. (27-7).....	8- 2-29

CIVIL SERVICE COMMISSION—LEAVE—STAFF

Re leave for employees competing for positions in other Depts.....	23- 2-23
Also.	4- 9-24
Re annual leave. (27-1-CS).....	19- 5-26
Re leave without pay to play professional hockey disallowed, in the case of Mr. Leonard Grosvenor.	9- 1-30
Re leave to play professional hockey. This is considered as leave to enable an employee to accept a position outside of the Service, which is disallowed. (27-2-Vol. 2).	11- 1-30
Re annual leave. (27-1-CS).....	24- 1-33
Miss M. H. St. James allowed to take her statutory and compensation leave, notwithstanding the date of her marriage, to be followed by sixty days' retiring leave. (CS-A-3).....	7- 9-33
Ruling regarding annual leave modified to provide that no extended period of statutory leave is to be taken during February and March but that employees may be allowed to use any unexpended portion of statutory leave during these months which can be taken without inconvenience to the office. (27-1-CS).	15-12-33
Each member of staff allowed one-half day before Christmas and one-half day before New Year's for shopping, etc. (27-2-CS).....	18-12-33
Miss M. J. Kern granted six days' special leave for extended trip following annual leave. (CS-A-10).	9-10-34
Mrs. Hattie Boyd granted sick leave from October 15th to 31st, with pay. (CS-A-54).	24-10-34
Special leave on account of illness in family granted J. H. L. Loyer with warning against too frequent absences. (CS-A-71).....	31-10-34
Statutory leave carried over by staff from the fiscal year 1934-35 to the fiscal year 1935-36.	23- 5-35
Mrs. V. Rochon granted sick leave with pay from June 5th to July 4th. (CS-A-114).	15- 6-35
Miss M. J. Kern permitted to carry over 13 days' stat. leave from the present fiscal year to 1936-37. (CS-A-10).....	3-10-35
Thirty-five days' leave granted S. J. Daley for the purpose of a trip such leave to be charged to compensatory leave. (CS-A-160).....	4- 1-38

CIVIL SERVICE COMMISSION—LEAVE—VOCATIONAL TRAINING

Employees accepted on Vocational Training to be given leave credit from date on which they are certified for employment by Commission. (SUB. 61-Vol. 2).	24- 9-28
J. H. Conway's second period of training in position of Postal Helper, Ottawa, not regarded as extension of first period. (OS-9486).....	27- 3-29

CIVIL SERVICE COMMISSION—LEAVE—WITHOUT PAY

	Date of Minute
Leave with pay not to be granted to attend social functions. (27-13-G).....	10- 3-24
Confirmed. (Wedding).....	26- 5-24
Jewish employees to take leave without pay or annual leave for Jewish holidays.	21- 6-24
Confirmed.	9-10-24
Leave with pay for travelling over 24 hours cancelled. (MI-M-43).....	12- 5-25
Employees granted leave without pay to take course of studies to be required to make a definite promise that he or she does not intend to leave the Service. (SS-C-10).	19- 1-27
Re: Gerard and Gorman cases, Interior Dept. (INT-GS-13).....	8-11-27
Re: A. Gemmell, M.P.P. (AGR-LS-3093).....	7- 2-28
Re: A. Gemmell, M.P.P. Also.....	9- 2-28
Gerard and Denny cases, hockey leave, Interior, Department. (INT- GS13-&-16).	6-11-28
Hockey leave for Grosvenor and Heximer. (CS-A-63 & PO-C28-121).....	7- 1-30
Hockey leave for Heximer disallowed. (PO-C28-121).....	9- 1-30
Leave without pay for S. N. Murray to act as National Secretary-Treasurer United Postal Employees of Canada. (PO-C23-17).....	12-11-30
J. N. Murray, Postal Clerk, Vancouver, granted leave without pay to act as Postmaster, Herbert, Sask, and Mr. Murray to be advised that he could not be considered for Postmastership. (PO-C51-189).....	22-12-30
Percival Price, Carillonneur granted one year's leave without pay, to pursue studies. (PW-CA1-108).	1- 4-32
Fred Knowles, Letter Carrier, Vancouver, granted leave from October, 1932, to September, 1933, to enable him to act as Secretary of the Amalgamated Civil Servants of Canada. (PO-C51-350).....	14- 9-32
Leave without pay granted lay-offs from their permanent positions in order to permit of their temporary assignment in the same Dept. (OS-31558)....	18- 6-31
Leave without pay for the following disallowed:—J. Oscar Lariviere, Georges Laporte and Wilfrid Cadot. (PO-C24-3007).....	17-10-32
Leave without pay for the purpose of engaging in some sport cannot be granted nor can full time positions be reclassified to seasonal ones for such pur- poses. Case of C. J. Denney. (INT-GS-16).....	2-11-32
Leave without pay disallowed in case of E. P. Gleeson to act as trainer to the Ottawa Hockey Team. (ND-NSQ-11T).....	2-11-32
C. J. Denny granted leave without pay from November 25th, 1932, pending the receipt of an Order in Council reclassifying his position from a full time to a seasonal position. (INT-GS-16).....	30-11-32
Department's request for one year's further leave without pay on behalf of Mr. G. H. Brown. (OS-27439).....	27-12-32
Leave without pay approved for certain seasonal Assistants in Forest Sur- veying who have not been employed owing to the curtailment in the work. (INT-F-111).....	10- 1-33
Leave to cover the time between two periods of employment approved on behalf of Miss C. E. Dontigny from May 6, 1932, to noon of January 9, 1933.....	6- 2-33
Leave without pay granted to A. E. Somerset, Letter Carrier, Regina, in order to accompany a band of which he is a member on a Western Exhibition Circuit. (PO-C37-134).....	22- 4-33
Reasons for application for leave to be stated. Case of Miss R. A. Dupuis. (PO-F-1487).....	3-10-33
Leave without pay from October 15, 1933, to January 8, 1934, and from January 20 to middle of May to enable him to complete the academic year at Harvard University. (EXT-A-10).....	29- 1-34
Leave without pay in monthly statistics form not to include suspensions or absence without leave. (27-1-NR).....	4- 9-34
Granted to temporary employees for university work, G. Fuffel, H. E. McMillan and H. A. Richmond. (AGR-LS-3262, E-3141 and E-3195).....	9-10-34
Application of John T. Dymont for six months' leave without pay in order to accept employment outside the Service disallowed. (ND-AED-404).....	30-11-34
Superannuation contributions to cease after one year without pay. Extended sick leave without pay to be granted to temporaries to preserve eligibility. (PO-F-1709 and C. 5F-66).....	18- 4-35
Extended leave not to be granted to temporaries merely for pleasure trips. (RCMP-A-3034 and C-13K-3056).....	23- 4-35
S. A. Cudmore granted leave without pay for three years while on loan to Palestine Government. (T & C-S-650).....	7- 9-35

CIVIL SERVICE COMMISSION—LEAVE—WITHOUT PAY—*Conc.*

	Date of Minute
Leave without pay to undertake a lecture tour disallowed in case of temporary employee. (See case of A. Bellamy INT-DP-3143).....	24- 9-35
Leave to attend university refused to temp. employee. (See case of R. S. MacNab, AUD-A-3294).....	1-10-35
Leave for one year to A. T. Stuart to work with the Hydro Electric Power Company of Ontario.....	24-10-36
G. C. Monture granted six months' leave in order that he may be loaned to the Canadian Geographical Society. (MI-A-91).....	29-10-35
Leave without pay approved for A. Vanasse, the Dept. having reported that this employee has an unsatisfactory record and that his condition was induced by his habits. (PO-C24-90).....	18-10-35
Leave without pay granted to Harry Baldwin while seconded to the staff of the National Employment Commission. (AUD-A-75).....	2- 7-36
Leave for post-graduate work not allowed to temporary employees who are not eligible for permanency. (AGR-EF-3205, 3228 and 3211).....	20-11-36
G. L. Potter granted three months' leave without pay to act as Truck Driver for a general repair crew in Alberta. (PW-T-476).....	24- 7-37
Ruling of 10-2-20, that leave shall not be granted to enable an employee to try out another position with a view to resigning if successful confirmed. (PO-C24-1807).....	11- 9-37

CIVIL SERVICE COMMISSION—ORGANIZATION

Circular letter to be addressed to Dept. <i>re</i> Sections 9 and 101 (1) of C.S. Act, etc. <i>Re</i> surplus staffs. (100G).....	18-12-24 21- 1-25
Auditor General to be notified that the Post Office Dept. employed labourers in the Montreal Post Office without the approval of the Commission and without justification, in order that payment of these employees may be stopped. (5-13-PO-(Vol. 2)).....	31-10-31
<i>Re</i> : Retirements owing to abolition of position recommended by Depts. and signing of required certificate by Commissioners. (57-3-PO).....	2- 5-32
Ruling to be obtained from Dept. of Justice regarding the interpretation of Chapter 37 of the Statutes of Canada, 1928. (33-C).....	20- 5-32
The issuance of a list cancelling the position of Sub-Collector of Customs & Excise, L.S. Outport at Deloraine and showing a new position of the same class at Goodlands authorized, without reference to Council. (C-1F-16)..	10- 6-32
The order of merit to be strictly adhered to if abuses are to be prevented in reducing full time Postal Helpers to part time work. (5-PO-C24-Vol. 2)..	3- 9-32
Report regarding Central Pay Office considered. (33-F-Comp. (DUP)).....	7- 2-33
<i>Re</i> : Section 40. Establishment of position beyond 12 months to be authorized by Council, etc. (10-1).....	26- 4-27
Mr. George Williams, transferred to the Office of the Comptroller of the Treasury, to be returned to Dept. of P. & N.H. by deleting his name from Order in Council. (PH-PMo-21).....	6- 3-33
Report to Council recommending the transfer of position from one Department to another to be signed by both Ministers. (FS-A-61 & 33-F-A).....	10- 3-33
Position L-A-63, transferred to the Office of the Comptroller of the Treasury to be returned to the Department of Labour. (L-A-63).....	13- 3-33
Radio Inspection Branch to be divided into five districts. (5-MA-RT).....	14- 3-33
Local Veterinary Inspectors throughout Dominion to be provided with a certain amount of departmental work in order to assure the rural districts of the services of a qualified Veterinarian. (37310-32G).....	19- 5-33
Radio Inspection Services divided into regional establishments for the purpose of advertising technical positions. Headquarters positions to be open to the Dominion at large. (55-MA-RT).....	7- 6-33
Seasonal positions which form part of permanent establishments and have been occupied each season for several years, to be filled temporarily where necessary without special authority from Treasury Board. (5-20-NR).....	20- 6-33
In rating employees for organization purposes, Department to be furnished with a list by branches showing names and final ratings and with one set of copies of rating sheets, showing, however only the final rating. (23-AGR).	13- 7-33
Efficiency ratings (weight 8) to be supplemented by Seniority rating (weight 2) in determining relative standing for lay-off. (23-AGR).....	2-11-33
Centralization of the legal services in Dept. of Justice. (33-LEG).....	24-11-33
System of issuing and requisitioning postal notes and postage stamps. (33-PO-FPS)	5-12-33

CIVIL SERVICE COMMISSION—ORGANIZATION—*Cont.*

	Date of Minute
Lists of vacant positions to be sent to Treasury Board for abolition. (SUB. 33, Vol. 2).	9-12-33
Position of Damkeeper, P.T., transferred from abolished position of Lockmaster to position of Lockman, to permit of payment for additional duties to incumbent of latter position. (R&C-RC-83 and 87).	15-12-33
Report to Treasury Board and Prime Minister on Dominion Lands Administration to omit names. (33-INT-DL-(Vol. 2))	26-12-33
Report to Council approved regarding the establishment of the Survey Bureau of Canada. (33-Surv.)	22- 1-34
Names of Miss M. Guthrie, appointed by Supply Bill, and R. W. Breadner, appointed under Relief Act, to be added to position list of Department of Finance, but positions to be investigated before other appointments are made to them. (34-F).	3- 3-34
Investigation authorized in regard to departmental inspection. (33-4).	18- 4-34
Installation of Key Punching Machines to be first submitted to C.S. Commission for approval. (33-PO-FSW).	16- 6-34
Grading of Revenue Offices in twenty-two sub-grades under Postmaster. Grade 2. (59-PO-PM).	5-10-34
Organization of S.S.B. to be undertaken with blanketing of those appointed prior to 10-11-19 and temporary employment of later appointees. (8-3).	21-12-34
Permanent positions in Bureau for Translations not to be filled by transfer of temporaries except such as have qualified for permanent appointment. (33-TRANS-(Vol. 2)).	10- 1-35
Transfer of headquarters of Dr. Wm. Newton to Cambridge, England. (AGR-EF-485).	5- 2-35
Refusal to concur in position of Labourer filled at Ottawa without regard to Staff Control Regulations. (5-ND-(DUP)).	11- 3-35
In dealing with temporary establishments, Commission to report facts but not to express approval or disapproval. (33-3-PW).	21-10-35
Requests for changes in organization or classification to be accompanied by Statement of duties. (SUB. 33 (Vol. 2) (B.D.)).	19-11-35
Possibility of annual report on organization and staff of all departments to be taken up with Treasury Board. (SUB. 33-(Vol. 2)).	4- 3-36
Dept. to certify as to proportion of temp. or perm. employees when requesting perm. appts. (SUB-5(Vol. 2)).	10- 6-36
Concurrence of Minister required for filling perm. positions but not for creation of new positions, reclassifications or temp. appts. Treasury Board to be asked to forward lists of temp. positions at least two months before commencement of six months' period. (SUB. 33 (DUP.)).	15- 7-36
Ruling to be obtained from Justice as to power of Governor in Council to deal with organization matters either without or contrary to Commission's recommendation. (SUB. 33-(Vol. 2)).	25- 7-36
Where deputy head takes exception to Investigator's report, Chief of Organization Branch to report on matter himself, after consultation with Investigator and Department. (33-L(Vol. 2)).	9- 9-36
Suggestion to be made to Commissioner of Customs that officers be assigned to the work of supplying an official index of Customs Tariff and rulings. (33-C-(DUP. 4))	14-10-36
Definite procedure laid down in regard to promotions within different units in Auditor General's Office. (33-AUD-(DUP)).	3- 9-37
Reports on unit surveys to be made out in two parts, 1, containing recommendations to be sent to Dept. and attached to Report to Council. 2, containing discussion of cases, to be sent to Treasury Board.	18- 1-38

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—ATTENDANCE
REGISTRATION

Draft report to Council <i>re</i> hours of attendance, holidays, etc.	24- 9-24
Circular letter <i>re</i> exemption from registering attendance. (7-2G).	27- 4-25
All employees required to register attendance. (7-2G).	23- 2-26
S.C.R. to be advised that it will not be necessary to require registration of attendance in case of part time physicians. (7-2-S.C.R.).	10-11-26
List for Mines Dept. approved. (7-2-MI).	18-11-26
Miss Saunders and Mr. Thivierge, C.S.C. exempt from registering. (7-2-CS).	30-11-26
Board to go over Departmental files, etc. (7-2-).	7-12-26
List for Secretary of State approved. (7-2-SS).	23-12-26

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—ATTENDANCE
REGISTRATION—*Conc.*

	Date of Minute
J. W. Myers not exempt from registering time of arrival and departure. (7-2-R & C).....	30- 5-28
D. D. Ryan, Secretary of State Dept., exempt. (7-2-SS).....	15- 3-29
Asst. Commissioner of Patents exempt from registering. (7-2-PTC).....	14- 2-31
Hours of attendance of employees of Currency & Loan Branches, R.C. Mint. (7-F).....	20- 6-32
Report to Council to be prepared recommending that the four o'clock hour be suspended during the sessions of the Imperial Conference. (SUB. 7-Vol. 2)	4- 7-32
James F. McCaffrey, Head Clerk, (SS-C-2) (7-2-SS).....	18- 8-33
Request that Mr. H. W. Doyle, Principal Clerk, SS-A-11, be exempted from registering the time of arrival and departure disallowed.....	16- 9-33
Messrs. James Francis and Richard T. Boulton, Dept. of Finance, exempt from registering daily the time of arrival and departure. (7-2-F-SB).....	9- 4-34
Justice Dept. to be advised that C.S. comm. will not approve any system which does not include registration of attendance by every employee. (7-2-J)....	2- 4-35
Fine for lates approved for Fisheries. (7-FS).....	2- 8-35
Incumbent of L-A-41, Principal Translator, exempt. (7-2-L).....	26-11-35
E. Hawken, Asst. Deputy Minister of Marine, exempt. (7-2-MA).....	8- 6-36
Enquiry to be made of Dept. of N. D. re working hours of Caretaker. See case of C. N. Weippert. (PW-CE-3069).....	25- 9-36
H. M. Brown, Asst. Commissioner, Combines Investigation, exempt. (L-A-280)...	19-10-37

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—BLANKETING

Treasury Board to be asked for opinion as to policy of Blanketing in employees who have almost reached, or reached, seventy years of age.....	30-11-26
Charles W. Sarel, National Defence, effective 1-4-27.....	16- 3-27
Statement to Treasury Board that Commission considers blanketing can only apply to those appointed prior to Nov. 10, 1919. (33-ND-CE-(DUP) (8-3))..	5- 2-36 7- 2-36

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—
MISCELLANEOUS

Section 105 (1) C.S. Regulations to be adhered to. (PO-C54-272).....	29-12- 26
Section 40 strictly adhered to regardless of incumbent. (10-1).....	26- 5-27
Portion of Section 31 interpreted to mean position in question. (5-1).....	11- 3-26
Exception made in case of A. G. Richer, sec. 31. (AGR-HI-171).....	4- 8-27
Sec. 8 not to apply to exams, at any of the larger centres except on special direction of Commissioners.....	27- 9-27
Regulation for civil servants engaging in private occupations approved.....	27- 9-27
Appt. of W. A. Cook approved as Clerk, Gr. 2, notwithstanding Minute of 11-3-26. (T&C-S-3167) (Under Section 31).....	29- 9-27
Sec. 31 amended to read "that persons whose names appear on a list which is being allowed to lapse and who are employed in Service shall retain their eligibility for perm. appt. in the class and the Dept. in which they are temporarily employed, during the period of such employment.....	1-12-27
Persons assigned to lower positions from an eligible list for higher positions under Sec. 33, considered eligible for appt. in such lower positions notwithstanding fact that E.L. for higher grade may have lapsed. (5-1).....	12- 1-28
Re: Four o'clock hours, July and August.....	1- 3-28
Penalties for lates, Dept. of health. (SUB.7-Vol. 2).....	23- 5-28
Absence on Saturday between Good Friday and Easter to be charged to stat. leave if same has not been exhausted, otherwise to leave without pay. (27-2-(Vol. 2)).....	8- 4-29
No action taken on request of Post Office Dept. for extension of four o'clock hour to end of September.....	4- 9-29
A rate of 60 cents per hour to be paid for overtime in the Savings Bank Division, at the end of each fiscal year, to employees called upon to perform such overtime. (59-5-PO).....	11- 9-29
Overtime for employees, Chief Architect's Branch, in connection with drawing up of plans for new Federal Office Bldg. (59-5-PW).....	10- 3-30
Section 39 of Regulations not to apply in case of rural Postmasters. (5-13-PO-(VOL. 2)).....	4- 3-31

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—
MISCELLANEOUS—*Conc.*

	Date of Minute
Ruling to be obtained as to whether Section 40 applies to positions of Student Assistant (Summer work) (MI-M-3024).....	8- 5-31
Persons employed temporarily each season to retain eligibility for permanent or seasonal appointment notwithstanding lapse of eligible list.....	16- 3-28
Circular letter to be sent to Depts. advising that, in view of the present situation regarding temporary positions, it would not be necessary for the Departments to send to Council for extensions under Section 40 of the Regulations..	22- 7-32
Protest against limit of twelve months within which lay-off may be admitted to promotional competitions. No change. (57-3-(Vol. 1)) (B.D.).....	7- 2-35
Statutory holiday not considered a "working day" for P.O. Outside Service required to be on duty. (SUB.27-(Vol. 2)).....	20- 5-35
Deduction made from annual leave on account of habitual lateness. (See case of G. V. Goddard, MA-AG-57).....	23- 5-35
Ten months' active duty required for increase, to include stat. leave. (59-1(Vol. 2)	19-11-35
Requirement of ten months' active duty in connection with salary increase interpreted. (59-1-(Vol. 2)).....	11- 2-36
Section 105 of C.S. Regulations not to apply to Auditor General's Office. (33-AUD-(Vol. 2)).....	27- 2-36
Reprint of C.S. Regulations in French and also a French edition printed of the list of positions exempted from C.S. Act ordered.....	23- 4-36
Returned soldiers in same category as other employees in regard to requirement of ten months' active duty to qualify for increase. (59-1-(Vol. 2)).....	13- 5-36
Date of first appointment or promotion equivalent to date of last increase in so far as Section 80 of Regulations is concerned. 59-1-(Vol. 2)).....	15- 9-36
Temporary employees dismissed for political partisanship to be subject to same rule as permanent employees. (57-2).....	19-11-36
Commission not called upon to arbitrate in an individual case wheer regulations are framed for guidance of department and Auditor General's Office. (See case of A. Pelletier, MI-M-313).....	30- 1-37
Procedure <i>re</i> printing and distribution of Regulations and amendments. Distribution to be free as a general rule. (SUB. 54-(Vol. 2)).....	17- 3-37

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—OFFICIAL
SIGNATURES

Signature of W. A. O'Leary accepted instead of that of W. V. Cope, R&C.....	21-10-26
Signature of C. E. Wood, Chief Clerk, N.R., accepted on routine correspondence and documents forwarded to the Commission. (31-5)	21-12-32

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—REGULATIONS

Meeting of deputy heads to discuss exemption from registering attendance. ..	8- 1-24
Report submitted to Council amending Sec. 91.	8- 2-24
Regulations regarding prevailing rates employees approved.	22- 2-24
Report ordered submitted amending Sec. 101.	8- 3-24
Regulations approved to be substituted for Sec. 33.....	18- 3-24
Amendment to Sec. 75 allowed to stand.	8- 7-24
Dept. of Interior regulations regarding late arrivals. (22-G).....	14- 1-24
No amendment to be made to Sec. 68. (14-6)	8-10-25
No change to be made in regulation requiring the resignation of a female employee on the occasion of her marriage. (File-Mrs. J. Schade, Postmistress, Daysland, Alta. 37009)	26- 1-26
Regulations 107 and 112 not to be followed in future. (SUB. 100)	7- 6-26
Section 40. (10)	26- 4-27
Section 33 to be used still for permanent appointments notwithstanding ruling of October 4th regarding assignments from other eligible lists. (SUB. 6)	5-11-28
Section 35. Refuse to make permanent any person whose employment was represented as temporary in original requisition. (10-1)	9-11-28
Regulation approved in connection with transfers from offices of the Dept. approved in connection with transfers from offices of the Dept. of N.R. which are being closed, to other offices where employee's services can best be utilized. (C-22A-1) (Board Decision.)	7- 2-29
The following paragraph to be added to Section 27. (Sub. 54-Vol. 2) "When a candidate has been successful in his appeal, his name shall be put on the eligible list in order of merit amongst those then remaining unassigned."	26- 2-29

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—
REGULATIONS—*Cont.*

	Date of Minute
The practice of regarding the date on which the eligible list was established as the date on which the examination was passed, to be adhered to. (ND-CCA-14) (5-1)	12- 3-29
Question raised by O. B. regarding interpretation of Sub-Sections 1 and 2 referred to Justice. (5-6)	19- 3-29
Draft amendment approved. (27-4)	30-12-29
Counting of service under Section 35.	15- 4-30
Ruling on the above to be obtained from Justice. (J-A-45)	16- 4-30
Ruling received stating that a position must be definitely vacated before the year's occupation can be said to commence. (5-6)	6- 5-30
Report ordered submitted to Council amending Section 88 for the present fiscal year.	10- 6-30
Section 106 (1) to be amended.	17- 6-30
Proposed amendment to Sec. 54 considered by Commissioners individually before being brought before the Board for final decision. (PO-DS49-266)	29-7 -30
Amendment of Section 54. (PO-DS49-266)	19- 8-30
Report to Council recommending that the C. S. Regulations governing leave of absence should apply to all employees of the Civil Service. (27-16)....	7-10-30
Amendment of Section 84(b) of Regulations. (59-1-2)	7-10-30
Amendment of Section 83(a) and 83(b) of Regulations. (59-1)	12-12-30
The Commission has no power to waive the requirements of regulations in regard to the necessity for obtaining an Order in Council for the continuance of a temporary position beyond one year. (ND-AF-3043)	19- 2-31
Regulations to provide for a special lunch hour during the months of July and August not to be amended. (54-2)	6-11-31
Authority of Governor in Council required for temporary positions when they have been occupied for twelve months whether in broken periods or not and also for temporary positions required season after season where it is quite clear that this is the same temporary position as was filled the previous year. (10-1 and 10-1-MI)	25- 1-32
Approval of Governor in Council for the continuance of temporary employees in city post offices in positions which have been in existence for more than one year to be obtained. (43-PO-C)	8- 4-32
Section 68 numbered 68(a) and Section 68(b). (27-2-MI)	16- 5-32
Granting of extended retiring leave to apply only to those who have reached the age of sixty-five. (OS-33055)	18- 5-32
Sec. 71 amended to include Sec. 68. (B) (27-2-MI)	16- 5-32
A regulation submitted recommending that leave, with pay be granted to employees on Census Staff in lieu of notice to those who have or may be released prior to completing one year's service under Sec. 47.	18- 5-32
Proposed Section 68(b) providing for health leave to certain employees of Dept. of Mines submitted to Council of Dept. of Health certifies that it is in the best interests of the Service to pass such regulation. (27-2-MI)	6- 6-32
Extension of temporary positions. It will not be necessary for Departments to send recommendations to Council	22- 7-32
Regulation No. 96 to be amended by deleting the words "by examination" (57-33)	27-10-32
Changes in regulations regarding sick and special leave approved for submission to the Prime Minister and the causes for special leave amended by deleting "moving" and "writing examinations," etc.	5-5 -33
Section 71 not to apply to employees under C.S.C. Act in receipt of an annual salary rate. (27-5)	17- 5-33
Section 99 amended by restoring the words "and re-appointed to another permanent position in the Civil Service," etc.	21- 6-33
Amendment to sick and special leave regulations. (SUB. 54—(Vol. 2)	15- 3-35
Report to Council recommending extension of Sec. 12 to civilians as well as returned soldiers. (See E. R. Bellemare, M-37502)	20- 6-36
Regulations <i>re</i> salary increases submitted to Council. (59-1-(Vol. 2)	30- 7-35
Amendments authorized to Sections 82 (b) and 82 (c) <i>re</i> salary increases. (59-1-(Vol. 2)	24- 9-35
Original Section 82 (b) restored and Section 82 (c) added. (59-1-(Vol. 2)	22- 4-36
Sec. 31 to be amended to provide for retention of eligibility by all whose names have been reached on the list. (SUB. 24)	12-11-36
Section 36 to be amended to provide for admission to exams. of married women judicially separated from their husbands. (M-38563)	12-11-36

CIVIL SERVICE COMMISSION—CIVIL SERVICE REGULATIONS—
REGULATIONS—*Conc.*

	Date of Minute
Section 31 amended by adding the words "for regular employment" after the words "reached in order of merit" (24-PH).....	20- 4-37
No amendment to be made in sec. 80 requiring ten months' active duty before increases can be granted. (59-1-(Vol. 2)).....	28-12 -37

CIVIL SERVICE COMMISSION—RESIGNATIONS—GRAIN STAFF

Resignations of seasonal employees. (T&C-GC1-311).....	17- 9-26
--	----------

CIVIL SERVICE COMMISSION—RETIREMENTS—MISCELLANEOUS

Legal representatives of mental cases recommended for retirement. (PO-C24-1175).....	14- 2-24
Question as to whether a land Sub-agent is eligible for retirement under P.S.R. ordered submitted to Justice. (INT-DP-103).....	22- 2-24
H. Villeneuve, Mason's Helper, an hourly rate man, not eligible for retirement under P.S.R. and any similar case to be refused consideration. (PW-AR2-125).....	26- 2-24
Retiring leave commensurate with length of service.....	31- 3-24
Rations allowance to Inspectors of Surveys not to be included in calculating retiring allowance under the Act.....	30- 4-24
J. R. Urquhart and S. R. Jack, granted six months' leave with pay prior to superannuation under the new Act. (PO-DS45-45).....	3-10-24
Request for retirement of Miss M. St. Germain, Patent Office, on account of position disallowed. (PTC-P-37).....	9- 1-25
Case of Mr. Real Doucet, Letter Carrier, Montreal.....	17-12-25
No further action to be taken in case of C. E. Bleakney who retired under P.S.R. Act. Aug. 1, 1923 (OS-10767).....	22-11-26
Retirement of Ferdinand Cantin, Foreman, Dominion Arsenal, Quebec, referred to Treasury Board as position is exempt from C.S. Act. (OS-26586).....	26- 1-32
Signing of required certificates in connection with retirements owing to abolition of positions which appear to be due to lack of efficiency on the part of persons to be retired. (57-3-PO).....	2- 5-32
When retirement of employee considerably below age limit is recommended on ground of abolition of position, enquiry to be made as to why that particular employee was chosen for retirement. (See case of C. E. Coaker. PO-C6-30)...	31-10 33
A. J. V. Lague, Customs Officer at Glen Sutton, P.Q., to be retained at Lake Memphremagog in preference to E. G. Hiller who is lower on list, neither having been resident in these localities when appointed. (C-24D-1).....	5-11 34

CIVIL SERVICE COMMISSION—R. S. ORGANIZATIONS

<i>Re:</i> Granting perm. status to amputation cases. (5-2).....	29- 7-26
--	----------

CIVIL SERVICE COMMISSION—SALARIES—BONUS

Head of Household Bonus for employees under eighteen years of age.....	16- 7-20
Section 11 (3) C. S. Act, 1919, interpreted to mean salary without bonus.....	22- 8-21
Report to be made to Council regularizing payments of bonus already authorized, but which were not cases considered classified as Head of Household. (SUB. 9-(Vol. 4)).....	21-12-27
Continuation of flat increase in lieu of bonus approved for Mrs. E. Anderson, Clerk, Gr. 2, Ottawa, on compassionate grounds. (PO-F-2033).....	8- 6-32
There is no authority for the re-instatement of the flat increase in lieu of bonus. (P&S-P-519).....	7- 7-33
Bonus continued to E. H. West after death of wife provided he can prove legal adoption of child. (ND-RMC-37).....	20-12-33
	16- 1-34
Attendance of eighteen-year-old boy at night school does not meet requirements. (See case of W. J. McStravick-P&S-P-520).....	26- 2-35

CIVIL SERVICE COMMISSION—SALARIES—BONUS (ADDITIONAL ALLOWANCES)

	Date of Minute
Present regulations regarding payment of bonus to Key Punch Operators Postal Note and Money Order Divisions, P.O. Dept., cancelled and new bonus rates arranged when the Powers Machines are put into operation.....	7-12-28
Note under compensation for class "Office Appliance Operator, Gr. 2" providing bonus for employees operating Hollerith Card Punching machines amended, effective 1-1-29.	8- 1-29
Schedule providing for the evaluation, for superannuation purposes, of allowances in kind received by incumbents of certain positions in the Dept. of Indian Affairs approved. (59-4-IA).....	6- 6-32
Housing accommodation furnished thirty-nine employees of the Dept. of N.R. A valuation to be obtained of such accommodation which is considered as part of the compensation for services and payment of which is illegal without the recommendation of the C.S. Commission. (59-4-NR).....	8- 7-32
Investigation into bonus system under which mechanical tabulating clerks are working in P.O. Dept.....	17-11-36

CIVIL SERVICE COMMISSION—SALARIES—INCREASES

Supernumeraries not eligible for annual increases.....	13- 3-24
When a permanent employee reverts to his former position after service in a Minister's office, he is to receive salary he received at time of transfer, and not considered eligible for annual increases in former class during time employed in Minister's Office. (59-8).....	14- 4-24
Employees who have been in receipt of the former maximum salary for one year or more to be eligible to be increased to next rate in new range from effective date of increased rate of compensation. (59-G).....	5-12-24
Salary increases for L.S. Ports. (14-C-LS).....	1- 4-25
Supernumerary employees to wait one year from date of transfer before receiving increase in salary. (PO-DS24-104).....	6- 4-25
No increased compensation to be granted to supernumerary employees under salary revision. (59-G).	30- 7-24
Supernumeraries entitled to adjustment of compensation under sal. rev.....	30- 3-25
When an employee has reached his maximum he is not eligible to receive salary increase, under Sec. 45 b (3) C.S. Act, until year from date maximum is raised.	8- 2-24
Secretary to write Treasury Board regarding the granting of salary increases to employees on retiring leave. (59-G).....	28- 4-25
Annual increases for permanent employees selected by a Minister of the Crown. (59-1-3).	27- 1-27
Letter from Minister of Labour regarding above referred to Commissioner MacTavish. (59-1-3).	23- 2-27
Supernumeraries considered eligible for flat increase of \$120.....	22- 4-27
Ruling of December 5th, 1924, amended. (59-1).....	26- 4-27
Employees selected by a Minister of the Crown, who already hold permanent positions to revert to former classification and salary rate that would have been reached by statutory increase. (59-1-3).....	18- 5-27
Salary increases for former employees of the S.C.R. No action to be taken by Commission until the Order in council bringing these employees under the C. S. Act is amended.....	2- 8-29
Employees of S.C.R. who were made permanent under Dept. of P&NH. effective 1-6-29, considered eligible for annual increases one year from date of last increase, etc. (59-1-PH).	5- 9-29
S.C.R. employees permanently appointed in P&NH to retain salary they were receiving on appointment but not eligible for statutory increase beyond maximum of class (33-PH-P).....	9-12-29
Suspension Cases, N.R. to be advised that the next higher rate will be approved on the date it falls due with a proviso that payment will be withheld for period equal to suspension. (59-1).....	7- 1-30
Recommendations of P&NH for annual increases for employees whose classification under S.C.R. differs from that given by C.S.C. to be held until a decision has been definitely given regarding the exact value under present conditions of departmental classification. (59-1-PH).....	28- 2-30
Annual increase when position is reclassified in new class. (59-1).....	14- 3-30
Miss B. N. Rheame, P.O. Dept. to receive annual increase from January 1st 1931, owing to fact that she took one month's leave without pay instead of drawing on her sick leave credit. (PO-DS29-12).....	28- 1-31

CIVIL SERVICE COMMISSION—SALARIES—INCREASES—*Cont.*

	Date of Minute
Salary increases approved for 1-4-32 cancelled and Depts. notified that, in accordance with the provisions of the C.S. Amendment Act, 1932, salary increases will be granted by deputy heads in future. (59-1).....	18- 6-32
Increase to be withheld only for a period of absence prior to date of increase. (59-1-AGR-(Vol. 4)).....	16- 3-33
Salary of Dr. D. F. McIntyre, P&NH, decreased from \$2,400 to \$1,800 per annum effective 1-7-33. (PH-PWi-64).....	8- 7-33
Salary of Dr. E. McNeill, Dental Officer (P.T.) Toronto, decreased from \$2,100 to \$1,200 effective 1-8-33 (PH-PTO-361).....	12- 7-33
Mrs. A. B. Schingh, who has not received flat increases in lieu of bonus since 1930-31, not eligible therefor for fiscal year 1934-35 as there is no provision for reinstatement of flat increase once it has been dropped. (AGR-F-9)...	21- 3-34
Additional salary as Registrar of Shipping paid in connection with acting promotion. (See H. S. Turner, C-16E-1).....	8- 4-35
Ten months' active duty required for increase, to include stat. leave. (59-1-(Vol. 2)).....	19-11-35
Requirement of ten months' active duty in connection with salary increase interpreted. (59-1-(Vol. 2)).....	11- 2-36
Seasonal employees required to be on active duty for ten months before being considered eligible for increase. (59-1-(Vol. 2)).....	2- 3-36
Railways and Canals seasonal employees considered eligible for annual increase if they have been on active duty for five-sixths of regular season. (59-1-(Vol. 2)).....	1- 4-36
Returned soldiers in same category as other employees in regard to requirement of ten months' active duty to qualify for increase. (59-1-(Vol. 2)).....	13- 5-36
Special leave for Vimy Pilgrimage not to count as part of ten months' active duty required for increase. (59-1-(Vol. 2)).....	14- 8-36
Date of first appt. or promotion equivalent to date of last increase in so far as Section 80 of Regulations is concerned. (59-1-(Vol. 2)).....	15- 9-36
Question of extra pay for Journeyman workmen when required to act as Assistant Foreman to be discussed with Treasury Board. (5-P&S).....	5-11-36
A. S. Lunham, Special Exciseman, Gr. 3, transferred from Class C to Class A survey, not eligible for increase till a year from date of transfer. (C-52E-85)...	20-11-36
Commission not called upon to arbitrate in an individual case where regulations are framed for guidance of department and Auditor General's Office. (See case of A. Pelletier, MI-M-313).....	30- 1-37
No amendment to be made to sec. 80 of Regulations requiring ten months' active duty before increase can be granted. (59-1-(Vol. 2)).....	29-12-37

CIVIL SERVICE COMMISSION—SALARIES—OVERTIME

Royal Canadian Mint, 50 cents per hour.....	13-11-33
Payment of overtime, to Miss C. M. Fournier, Stenographer, Grade 2, Montreal, for work performed outside of prescribed office hours. (RCMP-A-3051).....	2- 6-34
Overtime payment provided for C. A. Chabot, professor at R.M.C., for examination work performed for Militia and Naval Service. (ND-RMC-16).....	4- 8-34
Overtime for employees other than Immigration Inspectors required to perform inspectional work at Border points on Sundays and holidays. (59-5-(I&C))....	6-11-34
Payment at rate of 50 cents per hour for 129 hours to Miss C. M. Fournier, Steno. Gr. 2, Montreal, for overtime in connection with Bronfmans, et al, Conspiracy Case, Montreal.....	27- 5-35
Department of R&C advised to grant compensatory leave rather than overtime pay to clerks in canal offices. (59-5-R&C).....	19- 9-35
Overtime for J. F. Champagne, Sr. Special Engrosser, for services in preparing and illuminating the address to His Majesty the King on the occasion of the Coronation. (SS-R-2).....	16- 7-37

CIVIL SERVICE COMMISSION—SALARIES—REDUCTIONS

Salaries of the following employees reduced: Dr. C. E. C. Cole, PH-PTO-254; Dr. J. T. Courtice, PH-PTO-261; Dr. A. H. W. Caulifield, PH-PTO-267; Dr. A. S. Lawson, PH-PTO-268; Dr. F. A. Godsoe, PH-PSt-38.....	29- 8-33
Compensation paid K. J. Webber for part time services as Immigration Inspector at St. Stephen, N.B., reduced from \$100 per annum to \$60 per annum, effective October 1st, 1933. (I & C-E-203).....	27- 9-33
Method of making salary deductions in case of absence without pay, reporting after holiday, or expiration of retiring leave. (SUB. 27-Vol. 2).....	13- 9-34

CIVIL SERVICE COMMISSION—SALARIES—RIGHTS

	Date of Minute
Retention of former salary rights, etc. (PO-F-1123).....	20- 9-24
S.C.R. employees who were brought under P&NH to retain salary they were receiving on permanent appointment but not eligible for statutory increase beyond maximum of class. (33-PH-P).....	9-12-29
Payment of salary authorized to Mr. S. G. McSpadden, Vancouver, owing to the fact that he was placed under suspension in error. (C-13K-259).....	21- 9-32
H. Lehouillier dismissed by O. in C. and reappointed by Commission as a result of competition to be assigned at minimum of class. (MA-SS-49)....	17- 5-33
Payment of flat increase in lieu of bonus to Mr. E. H. West not to be continued unless the child claimed by him as a dependent is legally adopted. (ND-RMC-37).....	16- 1-34
Additional pay for second position not paid during absence. (Cases of Dr. P. W. Head and Dr. J. A. Urquhart, Indian Affairs. (33-MED).....	25- 9-34
Part pay approved in the case of S. A. Cudmore sufficient to increase the half salary which he receives from the Colonial Office to the full amount of his regular salary. (T&C-S-650).....	29-10-35

CIVIL SERVICE COMMISSION—SUPERANNUATION—ALLOWANCES

Value of living quarters for lightkeepers to be included in salary when computing allowance on superannuation. (OS-4347-Wm. McDonald).....	8- 1-25
If isolation is to be considered a factor in determining allowances which form part of compensation, determination must be made by Advisory Committee on Superannuation, from whom suggestion emanated. (59-4-(Vol. 2).....	13-11-33

CIVIL SERVICE COMMISSION—SUPERANNUATION—LEAVE

Whether retiring leave granted an employee who is to be superannuated at seventy must be completed before seventieth birthday is reached. (27-4)..	22- 9-26
Representative of C.S.C. to discuss with Justice the matter of granting retiring leave to employees who are contributors under the Superannuation Act, 1924, if they passed the age of seventy years and their employment has not been extended in accordance with the provisions of the Act. (27-4).....	3-11-26

CIVIL SERVICE COMMISSION—SUPERANNUATION—MISCELLANEOUS

Request of S.C.R. that J. S. Welton be superannuated in order that J. E. McMullen, an OAS, may be retained in Dept. disallowed. (36414).....	3-10-24
Official to discuss with Dept. of Finance how employees who are not rendering efficient service and whose services and whole services the Dept. wishes to dispense with for the purpose of deciding how such employees should be retired. (T & C-WM-6).	16- 2-26
Retirement on account of abolition of position. (29-1-G).....	20- 3-26& 19- 4-26
Retirement of Miss Smith, National Defence. (ND-R-30).....	6-12-26
Practice of computing Lightkeepers' Superannuation Allowance on the Whole salary provided. (49-3-MA).	7-12-26
Retirement of S. M. Traynor, disallowed. (PO-C24-294).....	16- 5-27
Retirement of Messrs. Germain & Traynor disallowed.....	19- 4-27
Decision confirmed regarding Mr. Germain. (PO-C24-101).....	17- 5-27
Retirement of Miss Mary White. (ND-CGS-2).	5- 7-27
Superannuation of W. D. Hutchison. (INT-W-24).....	14- 7-27
Superannuation of G. H. C. Swain approved after resignation had become effective.	6- 2-33
Re-employment in a temporary capacity of G. W. Dawson as Department Purchasing Agent, gr. 5, Mr. Dawson having been retired from the same position, approved. (PW-A-331T).	24- 4-33
Department's assumption of age, without proof, accepted in case of Miss H. Eschmann. (OS-40187).	8- 9-33
Draft letter regarding bringing rural Postmasters under C.S. Superannuation Act Approved. (59-PO-PM).	29- 3-34
Re-employment of J. B. A. Boudreault, Marine, authorized. (MA-A-3047).....	7-11-34
Lay-off who was re-assigned and resigned considered for superannuation from date of lay-off. (See case of D. E. H. Lafreniere,—OS-44418).....	16-11-35

CIVIL SERVICE COMMISSION—SUPERANNUATION—PROCEDURE

	Date of Minute
Policy and procedure to be followed in connection with superannuation. (45-1-G)	5- 1-24
Procedure in cases where employees are retired on account of abolition of position. (48-1G)	19- 2-26
An employee who is reduced from full time to part time duty may remain a contributor to the C. S. Superannuation Act as long as he does not engage in any other occupation. (35747)	12-12-32
Temporary employees being released from Depts. and whose names appear on E. L. which have now lapsed will retain eligibility for permanent appointment. (SUB. 24)	3- 5-32
P. W. Department's selection of Engineers in the Dist. Engineer's Office B.C., was accepted and promotional ratings dispensed with. (33-PW-DCE-(Vol. 2).	16-10-33
Procedure in connection with Schedule "L" (57-3-(DUP)	4- 1-34
Commission to take no action in connection with retirements recommended on account of positions abolished by creation of new Dept. of Mines & Resources. (See case of C. C. Perry, IA-IA9-2)	

CIVIL SERVICE COMMISSION—ELIGIBLE LISTS—CENSUS STAFF

Circular letter to be sent to first 800 on Census E. L. To ascertain if available when required. (37263-2G)	11- 6-31
Assignments of French speaking or bilingual clerks to be made from among Census Clerks, as requisitions are received, in order of merit among French speaking candidates, irrespective of their place on E.L. (37263-2G)	12- 6-31
Assignment of Clerks of either sex to be made in order of merit from among male and female eligibles as the case may be. (37263-2G)	12- 6-31
No assignments to be made out of order beyond the first 705 eligibles. (37263-2G)	4- 7-31
Immediate action to be taken to place Interior lay-offs who passed the Census Exam. on the eligible list in accordance with Justice ruling. (37263-2G)	8- 7-31
The Commissioners approved passing over male candidates above 705 (37263G-2G)	21- 7-31
Certificate of physical fitness and good character to be secured from appointees whose services will be required for periods varying from one to three years.	12- 8-31
Employment of M. C. Conlin as Census Clerk, Gr. 1, continued. (T & C-S-2271)	21-10-31
Employment of J. E. Belanger as Census Clerk, Gr. 1, continued. (T & C-S-2512)	21-10-31
Persons whose names appear on eligible lists and who are now temporarily employed on Census Staff to be continued for employment from other lists. (SUB. 24)	5- 3-32
Holiday leave for Census staff. (27-1-T & C)	5- 3-32
Authority of Treasury Board for extension of positions beyond March 31st not to be required in case of employees paid out of the Census Vote. (10-1)	16- 3-32
Vacancies for Hollerith Machine Operators to be filled by experienced operators from Census Staff. (39385-1G)	23- 4-34
Census employees of ten months or a year's standing considered residents of localities from which they were drawn. (T & C-S-2159)	12- 2-37
Suggestion that definite time limit be set for employment of Census Clerks and that exams. qualify only for Census work. (5-T & C-S)	22-11-37

SESSION 1938
HOUSE OF COMMONS

CA1 XC 2

-38C58

SPECIAL COMMITTEE

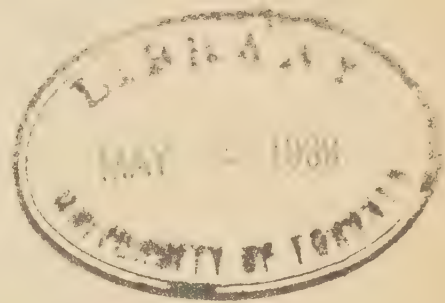
ON THE OPERATION OF THE

CIVIL SERVICE ACT

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 18

THURSDAY, MAY 26, 1938



WITNESSES:

Mr. Wm. Foran, Secretary, Civil Service Commission.

Mr. A. Potvin, Commissioner, Civil Service Commission.

MINUTES OF PROCEEDINGS

MAY 26, 1938.

The Special Committee appointed to inquire into the operation of the Civil Service Act met this day at 4 o'clock p.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Boulanger, Brooks, Deachman, Fournier (*Hull*), Glen, Golding, Jean, Lacroix (*Quebec-Montmorency*), MacInnis, MacNeil, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart and Tomlinson—17.

In attendance,—

Mr. C. H. Bland, Chairman, Civil Service Commission.

Mr. A. Potvin, Commissioner, Civil Service Commission.

Mr. J. H. Stitt, Commissioner, Civil Service Commission.

Mr. Wm. Foran, Secretary, Civil Service Commission, and

Mr. C. V. Putman, Chief of Organization Branch, Civil Service Commission.

Mr. Wm. Foran was recalled, further examined and retired.

Mr. A. Potvin was recalled, further examined, and retired.

On motion of Mr. Tomlinson the committee adjourned to meet again Friday, May 27, at 11 o'clock a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

MAY 26, 1938.

The Select Special Committee on the Civil Service Act met at 4 p.m., the Chairman, Mr. J. F. Pouliot, presiding.

The CHAIRMAN: Gentlemen, at the request of the committee, Mr. Foran has come this afternoon. Have you any questions?

W. FORAN, Secretary, Civil Service Commission, recalled.

The WITNESS: Mr. Chairman, I suggest that before any questions are asked me I read a statement which I prepared. It is a very brief statement, just to put the case fairly before you.

I was surprised this morning to find that this matter had come up again. I thought it was a dead issue but apparently it is going to keep on for some time. I think it is better that we should arrive at some understanding before it goes much further.

Mr. TOMLINSON: Well, now, Mr. Foran, I would not describe it as a dead issue.

The WITNESS: Well, you suggest it is not a dead issue, and I suggest we ought to be able to arrive at a final conclusion to-day, because, after all, I think it is only reasonable to suppose that there are a great many important matters coming before this committee and we are taking up a great deal of valuable time in discussing this matter.

The CHAIRMAN: We need no suggestions from you. You are here to answer questions, and we do not want to hear any speeches. I have said that at least ten times. I am not going to ask you any questions; I will let the members ask questions of you.

Yesterday the matter was taken up in committee, and to-day we want to have definite answers from you. After that, we will be through with you for all time.

The WITNESS: If that is agreeable to you—

The CHAIRMAN: And we do not need any speeches. We had enough of those speeches. I am not going to say anything more about you or about your speeches, but we do not need any speeches in the committee, what we want is evidence of witnesses, and the witnesses are not lecturers. What we want are plain answers to plain questions.

If any member of the committee wishes to ask any questions, proceed.

Mr. TOMLINSON: All I want to ask is one question.

Hon. Mr. STEWART: Mr. Chairman, would it not be well to allow the witness, as we have allowed other witnesses, to make his statement first?

Mr. TOMLINSON: Mr. Stewart, just a minute, until I get through; I am on the floor.

The CHAIRMAN: Just a minute. It was understood yesterday that Mr. Foran would come here as a witness. He is here as a witness, not as a lecturer, and therefore—

Mr. SPENCE: But, Mr. Chairman, you must have lost all reason. When you bring a gentleman here to get evidence from him, give him a chance to make his statement. Be fair.

If there is anyone in this house who should have cause for a split with this man, it is myself. For seventeen years I have never had a friend who got a job out of the Secretary of the Civil Service Commission in that time. All I got from him was an answer and, although it was a courteous answer, there was nothing in it. He never did me a favour in my life, but I want to see him get fair play in this committee, and I for one am going to see that he gets it.

The CHAIRMAN: The first thing is to answer the questions put to him.

Mr. SPENCE: My friend here is very vicious and bitter with everybody who is giving evidence here.

Mr. TOMLINSON: I object to that.

Mr. SPENCE: You can object and be damned, as far as I am concerned. What are you talking about? You think you are a crown attorney in a court house, the way you are going at the witnesses.

Mr. TOMLINSON: I am not vicious with anybody.

Mr. SPENCE: You treat them as though they were criminals.

Mr. TOMLINSON: All I requested was that this man appear and say whether these are his signatures.

Mr. SPENCE: He will not deny them, I do not think.

The WITNESS: Let me clear that up. I am asked to verify a signature that I never denied. No certificate with my signature was shown to me at the last meeting. I have never denied my signature and I hope I never will. That is my signature.

Mr. TOMLINSON: That is all I want.

The WITNESS: That is the signature that goes on thousands of certificates.

By the Chairman:

Q. Look at those three papers and tell us if they are your signatures on each paper?—A. Yes, that is my signature. That is my signature, and that is my signature.

Mr. GLEN: The witness is here now and he was called for one particular purpose, namely, to identify his signature. He has indicated he would like to make a statement. Now, there has been so much talk with regard to Mr. Foran and his son that in all fairness I submit he is entitled to make a statement and be subject to cross-examination afterwards.

The WITNESS: Thank you, Mr. Glen.

Mr. GLEN: If there is anything he can clarify with regard to his former statement, I submit he is entitled to do so. I think the committee is anxious he should, and on his statement only should there be cross-examination.

Mr. FOURNIER: I think Mr. Foran should make that statement.

The CHAIRMAN: Go on.

The WITNESS: This whole difficulty has arisen from a misconception of my duties as secretary of the Civil Service Commission—

The CHAIRMAN: I object to that, Mr. Foran.

The WITNESS: Well, let me read it, please, and then you can object to it afterwards.

The CHAIRMAN: Just a minute, be cool and keep quiet.

The WITNESS: That is all right but—

The CHAIRMAN: Keep quiet. No member of the committee has any lesson to receive from you.

[Mr. Wm. Foran.]

The WITNESS: If I may,—

The CHAIRMAN: Just a minute. Please keep quiet. I want you to keep quiet and not get excited. Remain cool. You are here to answer some questions which you have answered. Afterwards you are continuing that statement only by the tolerance of the committee. That statement should be polite. Now you have been very bold to the committee, and I am not going to stand for any boldness on your part. Now, proceed with the statement until I see how it goes, and if I call you to order you will have to stop at once.

The WITNESS: Of course, if that is the way—

The CHAIRMAN: The way a polite man should act.

Mr. SPENCE: You are surely not going to act as a Mussolini in this committee, Mr. Chairman?

The CHAIRMAN: No, sir, but I want Mr. Foran to act as a gentleman for the first time.

The WITNESS: I have always done so. I have always acted as a gentleman. I resent that. My reputation is too well known.

The CHAIRMAN: You do not know what a gentleman is.

The WITNESS: What about you? You are no gentleman.

The CHAIRMAN: You are the bully of the Civil Service Commission. That is all you are. Proceed.

The WITNESS: This whole difference has arisen—

The CHAIRMAN: Withdraw what you said about me. You said I was not a gentleman.

The WITNESS: And you said I was not a gentleman.

The CHAIRMAN: I said that and I had a right to say that, and you have no right to say that about me.

Mr. MACNEIL: Go ahead.

The CHAIRMAN: Withdraw that.

The WITNESS: Well, do the parliamentary rules—

The CHAIRMAN: Just a minute. You will have to withdraw that at once. Withdraw what you said to me. I do not care about what you said about me, but now I am speaking from the chair and you must respect the chair. You will have to withdraw what you said. Will you withdraw what you said, yes or no?

The WITNESS: Yes, of course I will.

The CHAIRMAN: All right, and if you say something that is out of order—

The WITNESS: I know what my position is here, and I know what your position is.

Hon. Mr. STEWART: Mr. Chairman, to square the thing off I suggest that the chairman withdraw what he has said about Mr. Foran.

The CHAIRMAN: I have nothing to withdraw. Moreover, it is true. And I have to say to the press that this is not an attack on Mr. Foran.

Mr. DEACHMAN: Mr. Chairman, I would like to suggest that the same code of gentlemanly conduct should apply to both for the present and as long as this committee lasts. There should be no references made by the witnesses to the chair which call for withdrawal, and there should be no remarks made by the chairman to the witnesses which call for withdrawal. The same code of gentlemanly conduct should guide each man whether he is counsel for anybody or whether he is a witness. I venture to suggest that that code also applies to the chairman.

The CHAIRMAN: I have not a lesson to receive from anybody.

The WITNESS: This whole difficulty has arisen from a misconception of my duties as secretary of the Civil Service Commission. I have asked several times since this inquiry started to have the regular sub-committee or a special sub-committee inquire into the duties of the secretary,—not because of any personal concern, as I have already informed the committee that at my time of life I am on my way out of the service; but for the protection of any official who may succeed me, because I know of no position in the public service that is more exposed to attack than that which I have occupied for the past thirty years.

The CHAIRMAN: Just a minute. There was no attack. There was no attack at all.

Hon. Mr. STEWART: He says his position.

Mr. SPENCE: He is not accusing you of an attack personally.

The CHAIRMAN: It is better for him.

Hon. Mr. STEWART: He says his position is one that is subject to attack. That means from any persons, and from outside. He did not say the chairman had attacked him.

The CHAIRMAN: I take your interpretation of that sentence.

The WITNESS: Disappointed candidates in examinations know only the secretary, because every official document: letters, notices, bulletins, etc., emanating from the Commission is signed by that official or with his name, and he, in the public eye, is responsible for all actions and decisions, when the fact is that he simply carries out the decisions and policies of the Commission. This whole difficulty with the chairman has arisen because he insists that letters signed by me as secretary to the Commission are personal recommendations, whereas they are simply official letters conveying decisions or carrying out orders. If the Chairman had granted my request to have the status and duties of the secretary investigated, this point would have been thoroughly understood and there would have been no occasion for all the misunderstandings which have arisen.

By the Chairman:

Q. Mr. Foran, I strongly object to that and I declare you out of order; because the committee has no lesson to receive from any witness.—A. Well, I am just pointing out my side of the case.

Q. Your side is not interesting. It may interest you very deeply, but it interests nobody else.—A. It interests this committee.

Mr. McNIVEN: It does very materially and substantially interest this committee—very much so.

Mr. FOURNIER: I suggest that Mr. Foran proceed.

The WITNESS: Thank you, Mr. Fournier.

It might be pertinent here to make a statement regarding the method by which assignments are made by the Commission. When an eligible list is established by competitive examination, it is forwarded to the assignment branch, and as requisitions are received from the various departments the persons whose names appear on the list are allocated in order of their standing on the list by the clerk in charge of that work to the vacancies reported. At times it is necessary to pass over certain names in order to comply with the department's requirements, that is, to select a male rather than a female clerk, to procure a candidate having bilingual qualifications, to assign one having some experience along a certain line as, for instance, book-keeping, knowledge of a comptometer, etc.; but in the ordinary course of things assignments are made strictly in order of merit. The secretary has no personal knowledge of this work, but signs, for the Commission, the certificates and letters prepared by the assignment branch, as the secretary is the official appointed to carry on public business in the Commission's name. It is inconceivable that the secretary, even if he wished to do

[Mr. Wm. Foran.]

so, could obtain the co-operation of a whole staff of clerks to secure the assignment out of turn of some favoured individual.

Looking over the proceedings of the committee, I find that the conduct of the chairman on two occasions was very difficult to understand.

The CHAIRMAN: Mr. Foran, I call you to order. I will not stand for any criticism. You will have to withdraw that sentence which you just uttered and not continue along those lines; and I say that definitely. If any of the committee is not satisfied with me, I will quit the chair. He has no right to bring in any criticism of the committee. I closed my eyes on you, but my ears were open. I want you to withdraw that sentence which you just uttered, and I do not want you to continue along those lines. We will not stand for any criticism of the committee by you. You are a civil servant and your salary is voted by the House of Commons, of which we are members. We will not stand for any criticism by you.

The WITNESS: Mr. Chairman—

The CHAIRMAN: I wonder if I have the support of the committee.

Mr. LACROIX: You have their support.

The CHAIRMAN: Just a minute. I want to know if the committee is to be criticized by Mr. William Foran, secretary of the Civil Service Commission.

Mr. LACROIX: No.

Mr. FOURNIER: Just delete that sentence.

Mr. TOMLINSON: I take this as a very serious attack on the chair, and I either support my chairman or I do not.

The WITNESS: I know that.

The CHAIRMAN: If you are not satisfied with it, I will quit the chair, and I will leave it to someone else. It is no pleasure for me to be here.

Mr. TOMLINSON: I do not think it is fair.

The CHAIRMAN: I will stand for any criticism by any member of this committee; but I will not stand for criticism by any witness who has perjured himself in the box.

The WITNESS: Now, gentlemen, are you going to stand for that?

The CHAIRMAN: I will not stand for criticism by anyone who has perjured himself in the box, and I want you to withdraw that sentence. I do not want you to continue on those lines, and I am definite on that point. If you are not satisfied with that, I will quit the chair, and you can arrange your business as you will.

Mr. FOURNIER: You can delete that sentence from your statement and proceed.

The WITNESS: All I say is that I find it difficult to understand. That is all I said.

The CHAIRMAN: It is not a question of being difficult to understand. If you cannot understand, so much the worse for you. But here we are to study a matter; you are here on tolerance only, and you must be polite.

Mr. BROOKS: He is here by invitation of the committee.

The CHAIRMAN: By invitation for him to give evidence.

Mr. TOMLINSON: I moved this motion yesterday that he come here to prove his signature only. I asked him for nothing further.

The CHAIRMAN: I knew what would happen. Some members of the committee thought me unfair yesterday, but I know the witness just the same as if he had been a playmate of mine in childhood, picking strawberries with me in the field, boxing with me or playing football. I know him just as well as that,

and I knew in advance what would happen here today. That is why I said it was better not to bring him here. But as he is here, we have to stand for it. I regret it.

Mr. SPENCE: How would it be to let him go on and eliminate anything you suggest?

The CHAIRMAN: How can I eliminate it after he has said it? Show me that statement and I will strike out what is out of order, and I will indicate it to the other members of the committee. I do not want any reflection on the chair or on any member of the committee, and that is definite and positive.

The WITNESS: I am entirely in the hands—

The CHAIRMAN: And I am here ready to call you to order. Witness, you have no idea of what order is and you have no respect for parliamentary institutions. I want you to respect the members of this committee and to respect the chair.

The WITNESS: I do respect the members of this committee.

Mr. LACROIX: I suggest that you withdraw that sentence.

The WITNESS: I am entirely in the hands of the committee, if they say that sentence is not proper.

The CHAIRMAN: Will you please show me that statement?—I will see.

The WITNESS: There is the whole statement. I took for granted that I was entitled to make a statement here, pointing out exactly what had happened in this case; and if the chairman is going to take the attitude that he has, there is nothing that I can do.

The CHAIRMAN: Gentlemen, I will be fairer than the witness thinks I can be. I will ask the press not to take notes and the reporter not to take notes; then I will read the rest of the statement, and if there is something that is objectionable, I will mention it, and we will strike it out. That is the only way to have a fair statement. Do you not think so, gentlemen?

Some hon. MEMBERS: Yes.

The CHAIRMAN: Do not take this, Mr. Reporter.
—After reading of statement by the Chairman:

The CHAIRMAN: I have no objection to what Mr. Foran has read and Miss Saunders' letter. But if you accept the publication of the other insinuations, bold insinuations of the witness, to the chair, I say good-bye to you, and we will remain on good terms; but I will not stay here to be abused by any witness.

Mr. JEAN: I think there are no new facts in that statement.

The CHAIRMAN: There is nothing in it; and the circus that we had to-day—well, it was expected. I told you yesterday.

Mr. JEAN: I think we can find in the records all that Mr. Foran has said in the statement, and that we already have almost all of this evidence. So I move that his statement should be deleted.

Mr. LACROIX: I quite agree with Mr. Jean.

The CHAIRMAN: What is the fight about?

Mr. SPENCE: Is there anything in that statement that is not in the minutes? I think it would not hurt if the whole was deleted.

The CHAIRMAN: That statement does not tell us anything new. I have read it in its entirety. I read everything that was there.

The WITNESS: No—I thought it was advisable—

The CHAIRMAN: I have read everything.

The WITNESS: Quite so. I thought it was advisable to put the case from my standpoint, Mr. Chairman.

[Mr. Wm. Foran.]

The CHAIRMAN: That is all right, Mr. Foran, but it is not up to you to decide, it is up to the members of the committee to decide.

Mr. SPENCE: It is a repetition of what you said before, and we are well acquainted with that.

The CHAIRMAN: We want to finish that. The members of the committee wanted to have Mr. Foran here to ask him two or three questions. He has answered them.

Mr. SPENCE: We had it; it is only a mess, anyway.

Hon. Mr. STEWART: Mr. Chairman, Mr. Foran is in a peculiar position now. He has been from time to time called before this committee. The records with respect to his own appointment and with respect to the appointment of his son and other appointments have been called into question. I do not think it is too much to say that some things have been said that he might take as a reflection upon him and upon the manner in which he has discharged his duties. I think we desire to be fair; I know we do. We desire to be fair to every person who occupies that position and every person who appears here before us as a witness; and if a witness desires to make a statement I cannot see any objection to his being permitted to do so. We have done that in other cases and if there were any paragraphs in the statement to which you might take special exception why, it is quite possible to have them eliminated; but I cannot see any objection whatever to allowing this statement to go on the record as a summary, as a statement, as a vindication, as an answer by a witness who has been placed in a very embarrassing position, and after long years of service is due to retire and who desires to retire with his name clean and clear and with his own statement and answer of defence on record. I do not think there is any member of this committee who, if he were placed in a similar position would not want to do the same thing.

Mr. TOMLINSON: Speak for yourself.

Hon. Mr. STEWART: Yes, I speak for myself always, and I do not want you to speak for me at all. I say this: I do not think there is a member of this committee or any citizen outside of this committee who if placed in the same position would not want and desire to state his position and who should not be given the opportunity to do so.

Now, I cannot see anything that is wrong in reviewing and stating and clarifying what has taken place in this committee from his standpoint. There are two or three sentences there that perhaps might have been drafted a little differently. He might have said, speaking for himself, he could not understand the position of the chairman or the action of the chairman, that is all. That is what he meant to say.

Mr. TOMLINSON: Will the hon. member allow me to ask a question right here? Would you agree to an attack on the Chair by a witness?

Hon. Mr. STEWART: We are not discussing that.

Mr. TOMLINSON: I am asking you a question.

Hon. Mr. STEWART: Sit down; you have asked the question. I am not discussing the attack upon the Chair at all. I believe in vindicating constituted authority, whether it is the chairman or any other person who occupies that position; but I do believe in the right of the subject, of the citizen, of an official to state his position and to state it clearly.

The CHAIRMAN: Mr. Stewart, do you agree with Mr. Foran's statement in its entirety?

Hon. Mr. STEWART: I do not know anything about the facts in Mr. Foran's statement. He is making his own statement from his own standpoint.

The CHAIRMAN: No; just a minute. Mr. Foran has had experience with meetings and parliamentary procedure. Do you agree with the statement that I have read?

Hon. Mr. STEWART: In what respect, Mr. Chairman, as to the accuracy of the facts stated?

The CHAIRMAN: No, the tone of what I have read, which I was generous enough to read to you.

Hon. Mr. STEWART: If I was going to object to tones I think I would object to some other tones on several occasions.

The CHAIRMAN: No; I asked you a pertinent question.

Hon. Mr. STEWART: Yes.

The CHAIRMAN: If you were in the chair, would you stand for it?

Hon. Mr. STEWART: I cannot imagine myself being in the chair and having a situation such as this take place.

The CHAIRMAN: No, Mr. Stewart——

Hon. Mr. STEWART: If there is provocation——

The CHAIRMAN: Don't speak that way. There is no provocation. The provocation was in the false oath. That was the provocation, and the false oath was not given fifteen years ago; it was given last week and the week before, and therefore it is recent. What I find most difficult is to get the truth here.

The WITNESS: Will you suggest——

The CHAIRMAN: Just a minute. That is what I find difficult; and, moreover, fairness is not weakness. Here in Ottawa we always hear of someone who is old, someone is sick, he is to be superannuated, his wife has a bad cold. There is always a reason for not being able to tell the truth to someone who tries to inspire respect for parliamentary government, because I do not care for the chair. I am here as a point of duty and I will exercise my duty only if I can rely on you gentlemen. If I cannot rely on you, good-bye, and you will choose another one to finish the investigation. I am not going to stand for that at all; it is not a matter of political partisanship at all. But I want some cleaning in the civil service, and for twenty years these men thought that they were above Parliament, and they were above the Senate and the House of Commons, that they had no control over them. Now that we are trying to have control we are met with the press stating "you are asking too many questions of the civil service; they have no time to answer." By gosh, they are paid for it; they are paid to answer. When we ask for information we ought to get it. All the time, on account of that awful bureaucracy we have to write a hundred letters instead of writing only two, because it is a family compact; they are petting together and they are protecting themselves, and when we try to bring light on these absurd things we are told that he is old; his wife is sick; it happened so long ago; he might have a bad cold; he has a toothache, or things like that. Well

Mr. GLEN: Mr. Chairman——

The WITNESS: Are you suggesting I said——

Mr. GLEN: Mr. Chairman——

Hon. Mr. STEWART: Just let me finish. Now, you have made a statement that the witness has made a false oath. I think if any chairman or any person made that statement about you, you would want every opportunity to answer that and to endeavour to satisfy those who made the statement that it was not correct. I am sure that that is what I would do if a statement of that kind was made against me, made as it is under privilege and under protection of a committee. I gather that Mr. Foran is endeavouring to clear up some things upon which there is misunderstanding or incomplete information, or upon which there is some inaccuracy.

Mr. TOMLINSON: At our expense; do not forget that.

[Mr. Wm. Foran.]

The CHAIRMAN: No, no.

Hon. Mr. STEWART: How do you mean "expense"? What do you mean by "expense", financial expense—expense of nobody.

Mr. TOMLINSON: At the expense of our chairman; don't forget that, Mr. Stewart.

Hon. Mr. STEWART: No. I am not endeavouring to place the chairman in any invidious position or in any unfavourable position.

Mr. TOMLINSON: You certainly are.

The CHAIRMAN: I do not regret what I have done, and I have done it to be fair and just, because you know very well that justice goes with fairness, and fairness shall not be weakness.

Hon. Mr. STEWART: I am not speaking to that position at all. I am speaking of the making of this statement and the making of this as part of the record. I cannot see any objection; I think it should be made part of the record in justice to that and for the information of the committee.

The CHAIRMAN: That is all right, Mr. Stewart. In that statement there is absolutely nothing that covers the false oath, nothing at all about it, and that is the main point and the other thing is extemporaneous.

Mr. FOURNIER: Mr. Chairman, if you will permit me one question I should like to ask it.

By Mr. Fournier:

Q. Mr. Foran, in that statement you have just read, which the chairman also read, are there any new facts different from what you have stated here as evidence before?—A. No, just a résumé of the facts as they happened from the time this matter started. I just wanted to bring out the main facts and show what I have said and what the chairman has said—

Q. All your evidence was taken down and was printed in the record?—A. Yes.

Q. Every day, and there is no new fact you say found in that except a résumé?—A. No; I wanted to prove that the chairman's suggestion that I had made a false oath was not true, and I suggest that if he is still going to insist upon that, that we ask the government to appoint a commissioner to inquire into this whole thing; because I am not going to allow the chairman to get away with that kind of thing.

The CHAIRMAN: Mr. Foran, please shut up.

Mr. FOURNIER: One second. Mr. Foran, I would suggest you withdraw the last part of your remarks.

The WITNESS: What I mean is this: perhaps I am not as well acquainted with parliamentary rules—

The CHAIRMAN: It is not a question—

The WITNESS: What I mean is this—

The CHAIRMAN: It is a question of being a gentleman. Please withdraw what you have just said right away.

Mr. LACROIX: Just a minute. He will have to withdraw.

The CHAIRMAN: Withdraw that, please. Withdraw again.

The WITNESS: What do you want me to withdraw?

The CHAIRMAN: Any suggestion with regard to the Chair, any suggestion.

The WITNESS: Very well, sir.

The CHAIRMAN: Withdraw it entirely.

The WITNESS: If it is parliamentary rules, I withdraw.

The CHAIRMAN: No, it is not that. I want you to withdraw immediately everything you said with regard to the Chair.

The WITNESS: I withdraw.

The CHAIRMAN: Entirely.

Mr. FOURNIER: I think the reporter should not have taken that last sentence. If there are no new facts brought out in the statement it would be useless to have it reprinted in the record.

The WITNESS: I am not anxious to have it reprinted.

Mr. FOURNIER: I second Mr. Spence's motion, as it would not give any new information to the committee.

Mr. SPENCE: If it is the wish of the committee I make the suggestion, as it would be useless to put it in the record.

The CHAIRMAN: Are there any questions?

Mr. GLEN: I should like to say a few words. So far as I can see, we are missing absolutely the real point of this case altogether. Mr. Foran has made a statement here before this committee amplifying the evidence he has already given.

Mr. LACROIX: No.

Mr. GLEN: At all events, summarizing evidence already given. I know this: in any other court in the land any witness can be recalled to give a statement. Surely there is sufficient intelligence in this committee not only to read the statement that he has now made but also the evidence he has already given and then draw their own conclusions. As he has been brought before this committee to-day, and perhaps should not have been here, I would say it should go in the record, the same as the former evidence, and allow the committee to draw its own conclusions with regard to it.

Mr. SPENCE: If the chairman wishes to put his pencil through certain paragraphs, all right.

Mr. GLEN: Anything that is offensive, yes.

Mr. TOMLINSON: This is something we did not ask for at all. I cannot understand all this quarrel we have had the last hour. I made a motion purposely yesterday to call Mr. Foran to see if he would recognize his signature or not. I am not attacking Mr. Foran in any way, shape or form; but I do say that as long as the chairman is in the chair I am going to support him.

Mr. FOURNIER: Seeing there are no new facts in the statement I move that the statement be not published.

Mr. TOMLINSON: I second the motion.

Mr. GOLDING: The motion was put by Mr. Jean.

Mr. McNIVEN: In my opinion, Mr. Foran has occupied the spotlight and the limelight of this committee for too long a period. He was first called to give evidence a few days after the committee convened, and his name and his family's connections have been placed on the front page of every newspaper from Halifax to Vancouver. A few weeks elapsed and then he gave evidence again. Within a short time, another week or so elapsed, and he gave more evidence. Some more time elapsed and Mr. Bland gave some explanatory evidence, and the whole thing has been so disjointed that I am sympathetic towards Mr. Foran's desire to have a summary of all the evidence that he has given in one particular place, so that interested individuals can look at that particular statement and find the résumé of what he has already said with respect to the various matters that have come before the committee.

There is a sentence or two in there that I think Mr. Foran will be glad to have deleted. Other than that I think it should be placed on the record and that Mr. Foran should be excused as a witness.

Mr. JEAN: Mr. Chairman, I object to that statement going into the record as it is. I have nothing against Mr. Foran. I have always had the most

[Mr. Wm. Foran.]

friendly relations with him. The statement as he read it this afternoon was evidently made against the Chair. If he drops the reflections on the Chair from the statement there is nothing left in it, I think, which might not go on the record.

Mr. MACNEIL: I suggest that Mr. Foran should modify his language in some respects. I agree with the attitude taken, that the Chair must be respected; we have got to maintain respect for parliamentary institutions. I cannot close my eyes to this fact, that as chairman, sir, in guiding the proceedings of this committee you have made certain declarations with regard to Mr. Foran's character, and it is presumed in the public mind that we share in these declarations, which are a very strong condemnation. I am not yet certain, from a review of the evidence, as to whether or not any gross irregularities have arisen, particularly as there is the uncertainty which is always associated with faulty memory as to what happened 20 years ago. Now, this point remains clear in my mind, and it is one point upon which I hope you will satisfy me, Mr. Chairman; you on several occasions have stated that Mr. Foran has violated his oath, that he is in fact a perjurer, that he has been guilty of malfeasance in office; and I contend that any man, whether he is a civil servant or not is entitled to defend himself, and I would be very reluctant to see the functions of this committee exercised in such a way as to deny a man whose character is called into question that simple right of British justice, the right of defence. And I think we may easily, with consultation with Mr. Foran, modify the language of his statement in some respects, and allow his defence of his character to stand on the record. That I think is a matter of simple justice.

Mr. TOMLINSON: Yesterday we had one of the commissioners charge a poor fellow here in town with forgery. I suggest if you are going to grant that right to one man you must grant it to the other man also.

Mr. McNIVEN: No name was given.

Mr. TOMLINSON: He did not name him, he charged him.

Mr. McNIVEN: Yes, the charge was made, but no name was given.

Mr. SPENCE: No name was stated.

The WITNESS: If it is agreeable to you, gentlemen, I will leave it in the hands of the chairman to decide what is to go into the report.

Mr. TOMLINSON: That is better, Mr. Foran.

The CHAIRMAN: Will you show me that?

The WITNESS: I will leave it to the chairman. I will leave it here to let him decide what should be put in the minutes. That will be satisfactory to me.

Some Hon. MEMBERS: That is fair enough.

The WITNESS: He can do that at any time.

Mr. SPENCE: I suggest that you better do that at your leisure and you can bring it back again to-morrow.

The CHAIRMAN: I will settle that right away. It will not take long. What I find out of order is the part I read, except for Miss Saunders' letter.

The WITNESS: That is all right, Mr. Chairman; if that is satisfactory to you it is satisfactory to me. I cannot see any object in keeping this meeting going.

The CHAIRMAN: What do you say, gentlemen, if I strike it all out?

Mr. FOURNIER: That might not do any harm.

The WITNESS: At all events, Mr. Chairman, I am pleased to know—

The CHAIRMAN: I am more fair than you think; and I will tell you, Mr. Foran, your statement has been purified to a certain extent—expurgated—I will leave the first part, in spite of your comments on the Chair, and decide to cut only this part. I will cut it in two. So, I will give it to the reporter.

Mr. Foran's statement as approved by the chairman is as follows:—

This whole difficulty has arisen from a misconception of my duties as Secretary of the Civil Service Commission. I have asked several times since this enquiry started to have the regular sub-committee or a special sub-committee enquire into the duties of the secretary,—not because of any personal concern, as I have already informed the committee that at my time of life I am on my way out of the service; but for the protection of any official who may succeed me, because I know of no position in the public service that is more exposed to attack than that which I have occupied for the past thirty years.

Disappointed candidates in examinations know only the secretary, because every official document—letters, notices, bulletins, etc.—emanating from the commission is signed by that official or with his name, and he, in the public eye, is responsible for all actions and decisions, when the fact is that he simply carries out the decisions and policies of the commission. This whole difficulty with the chairman has arisen because he insists that letters signed by me as secretary to the commission are personal recommendations, whereas they are simply official letters conveying decisions or carrying out orders. If the chairman had granted my request to have the status and duties of the secretary investigated this point would have been thoroughly understood and there would have been no occasion for all the misunderstandings which have arisen.

It might be pertinent here to make a statement regarding the method by which assignments are made by the commission. When an eligible list is established by competitive examination, it is forwarded to the Assignment Branch, and as requisitions are received from the various departments the persons whose names appear on the list are allocated in order of their standing on the list by the clerk in charge of that work to the vacancies reported. At times it is necessary to pass over certain names in order to comply with the department's requirements, that is, to select a male rather than a female clerk, to procure a candidate having bilingual qualifications, to assign one having some experience along a certain line as, for instance, bookkeeping, knowledge of a comptometer, etc.; but in the ordinary course of things assignments are made strictly in order of merit. The secretary has no personal knowledge of this work, but signs, for the Commission, the certificates and letters prepared by the Assignment Branch, as the secretary is the official appointed to carry on public business in the Commission's name. It is inconceivable that the secretary, even if he wished to do so, could obtain the co-operation of a whole staff of clerks to secure the assignment out of turn of some favoured individual.

(Expungated portion omitted.)

MAY 13, 1938.

Dear Mr. FORAN,—At your request I have gone over our records to find further particulars regarding your son's appointment and I find that in 1918 copies of the certificates were bound in large volumes.

I have a copy of Mr. Foran's certificates of temporary employment in one of these volumes covering his engagement as a Filing Clerk for six months in the Department of Immigration and Colonization, at a salary of \$900 per annum, to date from July 16, 1918, the salary to be paid from the Public Health Appropriation. The certificate is dated July 29, 1918, and was signed by Commissioner LaRoche. I have also found the record of Mr. Foran's temporary assignment in the Minutes for July 16, 1918, and also the record of his permanent appointment as a Clerk in

[Mr. Wm. Foran.]

2C at \$800 a year in the Minutes for January 7, 1919. I presume that this settles the question of his assignment in the regular manner.

Yours sincerely,

(Signed) E. SAUNDERS,
Assistant Secretary.

The WITNESS: I am glad I gave you a little pleasure, at all events, at the close of this meeting.

The CHAIRMAN: We do not take that in vain.

Mr. FOURNIER: I suggest we proceed with the next witness.

The WITNESS: See what you have got in store for you now.

The CHAIRMAN: You are discharged, Mr. Foran.

The WITNESS: Thank you.

The WITNESS retired.

Mr. FORAN: The press wants copies. I will leave it to you, Mr. Chairman, to give them copies.

The CHAIRMAN: I will take the copies. I will censor the copies, surely.

Mr. FORAN: There you are, there are three sets.

The CHAIRMAN: Well now, gentlemen, after having wasted so much of your valuable time, we will take as witness Mr. Potvin, to complete the minutes of yesterday.

Mr. A. POTVIN, Civil Service Commissioner recalled:

Mr. FOURNIER: To expedite the presentation of the evidence which Mr. Potvin has for us I suggest that if he has a statement to make that he be allowed to read or make that statement.

The CHAIRMAN: All right. Go on, Mr. Potvin, please.

The WITNESS: I was going to ask the chair to permit me to read a statement in regard to what appeared in the newspapers and which I believe is not quite according to the facts. I may be responsible myself for the misinformation given out in the press. I know they have acted in good faith. I have been a newspaper man myself. I know that sometimes we act with the best of faith and still we do not do justice entirely to the people about whom we write. There was raised this question of fees for taxis—

The CHAIRMAN: Good-bye, Mr. Foran, good luck to you!

The WITNESS: And I see in this morning's Citizen this title, "Civil Service Commissioner questioned on an alleged account of \$125 for a week in Montreal". Of course, it is an "alleged" account, as it is explained there. But I am afraid that it will convey the impression at large that my expenses were rather too high. Now I have here—I discovered it among my old papers—sometimes I go through them—this explanation: In one account, the one of June 26, 1935, which was the one most criticized, three trips were concerned. Two of the trips were to Montreal and the most extensive trip was to Quebec and Kamouraska county. Now, as the result of the twelve days' business my taxi bill amounted to \$39.50. I made the first visit to Montreal and I was out pretty nearly a whole day, from 8:15 o'clock a.m. until 8 o'clock p.m. in a hired taxi; except during short visits to the residences of citizens who had complained of the state of affairs in the service, as explained hereafter, and except for lunch and supper. My bills on that occasion aggregated \$10.50 for the day. During my second trip which lasted 1 and $\frac{1}{2}$ days my bill for taxis was \$9.65; and on the third trip lasting 6 days it amounted to \$19.35.

By the Chairman:

Q. What was the total of that?—A. \$39.50.

Q. In all?—A. Yes, for those three trips.

By Mr. Spence:

Q. What about the time you spent 6 days in Montreal; how much did that amount to?—A. That is in there.

Mr. JEAN: One moment; are we enquiring into the expense accounts of commissioners and civil servants, or are we enquiring into the operation of the Civil Service Commission?

The CHAIRMAN: Just a minute, please. Yesterday I asked the witness if he had entered an account for \$125 for taxis in one week, and he said no. And then he said that he had hired them by the day for a week, and I asked him if he had paid \$20 a day and he said no; and I asked him was it between \$15 and \$20, and he said yes; and then I asked him—it is fresh in my memory—then I asked him did Mr. Bennett—did he or Mr. Sauvé—did Mr. Sauvé tell him anything about Mr. Bennett being dissatisfied with that; and he said—he answered vaguely. And then I came again, and finally he said that Mr. Sauvé told him that Mr. Bennett had spoken to him about it and I asked if it was in council and he said he did not know; and that is the point. Moreover the witness said that he had paid back some money.

The WITNESS: No, I said I had reduced my account myself.

The CHAIRMAN: It comes to the same thing. And what you have read there; is that the reduced account or the original account?

The WITNESS: That is covering three trips which were criticized and there were other trips.

By the Chairman:

Q. Which were criticized also?—A. Well, not as much as these, although the amount was a little higher; and it is not in the other account that the reduction was made.

Q. Yes; but would you tell us now—do not lead us to any false conclusion—you say it is a little higher or a little lower; with figures it must be dollars and cents. That is the way we act with figures. I asked you another question also; it was this, did you reduce your accounts?—A. Yes, I did.

Q. And the figures you gave to us, are they the reduced or the full figures?—A. These are the figures as sent to the treasury board.

Q. Yes; but are they the reduced figures or the full figures?—A. I could not say exactly.

Q. If you could not say do not continue your statement. It is a very easy question and there is a difference between reduced expenditures and the full amounts. There is a difference between what you originally charged, or reported, and what was shown after the cabinet agrees that those accounts are extravagant. It is not the same at all. You know that. And, if you cannot answer that question you may as well stop your statement.—A. Would you allow me, Mr. Chairman, to explain.

Q. I will not allow you to explain until you tell us something that is worth listening to?—A. I think it is.

Q. You may think it is, but the members of the committee may not think so?—A. The first account was not presented to the treasury board as I understood the Comptroller of the Treasury objected to them; and then the amount was reduced and the report was sent, I was told, to the Prime Minister. I do not know whether it was considered in council or not.

Q. Was a letter from the Comptroller of the Treasury sent to you?—A. No, he came to see me and we discussed the matter together; as I said yesterday.

[Mr. A. Potvin.]

Q. Mr. Sellars?—A. Yes.

Q. Mr. Sellars took the trouble to come to see you about the correctness of your accounts?—A. He happened to be there at a board meeting.

Q. That is odd, Mr. Sellars is a big man in the civil service?—A. I had spoken to him about it.

Q. And he took the trouble to come to your room to criticize your account?—A. I didn't invite him. He was at a board meeting and then after the board meeting I asked him whether he would drop in for a few minutes as I had heard something about it.

By Mr. Jean:

Q. About those accounts that were paid by you?—A. Yes.

Q. So they are the reduced accounts?—A. Yes.

The CHAIRMAN: These are the accounts that have been reduced after the criticism, and we do not know about the others. What is the use of having that? You may make any statement, but it will be just as interesting as that.

By Mr. Tomlinson:

Q. What was the original?—A. I know there was an auditor general's account for \$107.45.

By the Chairman:

Q. For one week?—A. No, that was covering five accounts from May 22nd to August 9th.

By Mr. Fournier:

Q. Five trips?—A. Yes.

Q. Five accounts?—A. Yes.

By Mr. Tomlinson:

Q. That was your total expenses?—A. No, that was for taxis.

Q. \$107 for the five trips for taxis?—A. Yes.

By the Chairman:

Q. And it is about that that the fuss started?—A. Yes. I did not understand it at first so I gave an explanation. If it is agreeable to the committee I may say why these expenses were incurred, and perhaps you will see the justification for these expenses.

Mr. JEAN: Mr. Chairman, I do not think the committee is going to inquire into the expenses of the members of the commission.

Mr. FOURNIER: Unless we do it for the other commissioners and officials.

The WITNESS: It may be helpful to know why they were incurred.

Mr. JEAN: Yesterday, Mr. Potvin did not have the figures, and to-day he is making this statement.

The CHAIRMAN: The statements are no good.

The WITNESS: I am at your disposal.

By Mr. Fournier:

Q. Do the bills that were paid to you compare with the bills filed by other officials of the commission?—A. Well, I do not see the others.

Q. You have not seen the other accounts?—A. No.

By the Chairman:

Q. But to your knowledge, Mr. Potvin, you are the only commissioner whose accounts have been criticized by the board?—A. I do not know whether it is by the board or not. Not by our board, because when I gave the explanation of the work done—

Q. But you signed this. It was to my surprise to see your initials on this. Will you please read that memorandum of August 16 and tell by whom it was signed?—A. It was signed by—

Q. Will you please read it first?—A. "The account of Commissioner Potvin amounting to \$234.43 for five trips was approved for payment. In the case of two other trips no entry was made in the minutes for the authority of the board, but the commissioners agreed that these trips also were made on official business. The commissioners confirmed the previous decision that no travelling expenses should be incurred without authority from the board."

Q. By whom is it signed, by Mr. Roche?—A. Dr. Roche, Mr. Bland and myself.

Q. And you admitted that?—A. Yes.

Q. That your expenses were not in accordance with the procedure.—A. I admitted that and then it was put on file somewhere. I do not know whether it is on this file, this memorandum to the secretary signed by me, as I was not aware of the travelling regulations concerning taxis. I had not asked for any receipts, and you will realize it is now too late to get them.

"The services of this taxi were retained during a good portion of the day while I was making different calls, the chauffeur waiting for me outside. Will you kindly convey this information to the comptroller of the treasury."

I have a note here of five accounts from May 22 to August 9.

Mr. FOURNIER: I think that covers the expenses.

The WITNESS: There is another point which was reported in the newspaper. They said that I obtained my exeat from a certain society in 1933. Here is the exeat which is dated June, 1931.

Mr. FOURNIER: What is the use of that? I am objecting to that.

The CHAIRMAN: We did not deny it. Before you give us your exeat, I have some questions to ask you.

The WITNESS: I am here at your disposal, Mr. Chairman.

By the Chairman:

Q. Will you please read at the bottom of this page your remarks on the appointment of young Lochnan in the organization branch?—A. "Is this Mr. Lochnan a member of the Ottawa Drama League? If so there might be unjustified blame attached to the commissioners for his appointment."

Q. Will you please explain that?—A. It is because there are some on our staff who are members of that league, and I said that there might be some criticism if he were appointed to that position.

By Mr. Mulock:

Q. What position do they hold on the staff?—A. Investigators. I think there are some in every division.

Q. Examiners?—A. I could not say.

By the Chairman:

Q. It was in fact because Mr. Jackson, who was a member of the organization branch, discovered Lochnan and you feared that there might be some criticism of the commission over the appointment of Lochnan because he had been selected by Jackson and because both were members of the Drama League? That is your point?—A. Yes, that is, I think, the main reason for it.

[Mr. A. Potvin.]

Q. Yes, and he was appointed nevertheless.—A. Yes.

Q. Will you please read the memorandum to the commissioners dated April 26 concerning Lochnan?—A. This is a memorandum from Mr. Foran and approved by the commissioners:—

“Memorandum to the commissioners:

“After hearing Mr. Jackson’s statement with regard to this case, and discussing it with Commissioner Potvin, we have both come to the conclusion that Mr. Lochnan is a very qualified young man and would be a decided acquisition to the organization branch.

Mr. Jackson has made it quite clear that there is no intention of assigning him to higher grade work than that of grade 1 for which he has qualified by examination. His advancement will depend entirely upon the manner in which he discharges the duties of a grade 1 clerk, but I would like to say right here that when Mr. Lochnan has proved himself capable of doing grade 2 work he should be promoted without delay.

I find that Mr. Lochnan’s case has nothing whatever to do with the replacement of Mr. Kinahan, as that position has now been filled by the assignment of Mr. Hughes from the grade 4 eligible list.

I still feel that if the case had started in the right way, the objections which were urged against this transfer would not have been necessary, and I think in future when it is desired that some particularly well qualified young man from some other department be transferred to the commission, care should be taken that the procedure is exactly what would be expected of any other department in the government.

I find that the services of a bilingual stenographer are also required in the organization branch, and I recommend that the commissioners approve of an immediate assignment from our eligible list to this position.

Q. Who signed it? It was Mr. Foran?—A. Mr. Foran.

Q. It was Mr. Foran’s memorandum?—A. Yes.

Q. Who approved it?—A. The three commissioners.

Q. Who are they?—A. Mr. Bland, myself and Mr. Stitt.

Q. Therefore, your fears were removed by the memorandum of Mr. Foran?—A. Also the discussions that took place before, because he says there that he discussed the matter with me.

Q. Who discussed it with you?—A. Foran.

Q. And Lochnan was recommended to you by Foran?—A. Oh, I would not say he was recommended. I am the one, I think, who took exception to Mr. Lochnan being transferred without the knowledge of the commissioners.

Q. Yes.—A. Then we discussed the matter and it was explained by Mr. Foran that Mr. Lochnan had been transferred after passing an examination. He had been in the service in the Interior department, I think, and then he was appointed in the Comptroller of the Treasury’s office.

Q. Yes.—A. Then he was transferred to the commission.

Q. Without the knowledge of the commissioners?—A. Yes.

Q. The commissioners did not know anything about his transfer to the commission?—A. Well, I do not know about my colleagues.

Q. But the transfer was not approved by the board?—A. It was not approved by me, anyway. It never came before me.

Q. And you attended the sittings of the board?—A. Well, yes.

By Mr. Mulock:

Q. What does this mean in paragraph 4:

“I still feel that if the case had started in the right way the objections which were urged against his transfer would not have been necessary.”

A. That is, that if I had been told of the circumstances of his transfer, if I had

been told at that time that he was a lay-off from the Interior, having qualified by examination, I would certainly have approved of his transfer then. I would not have raised any objection.

Q. But, as it was, it was done without your knowledge?—A. Yes. There was another feature to it. I objected to the case because the position of Miss Chartrand, a bilingual stenographer, had been used for that purpose. That is why the last paragraph has been added.

By the Chairman:

Q. You are quite familiar with the cases of Herman and Trudel.—A. Oh, yes.

Q. This is a case where the initials D.P.H. were mistaken for Doctor of Philosophy. They represent diploma in public hygiene. Will you please read the qualifications of Trudel and Herman?—A. The synopsis prepared by the examination branch with regard to the qualifications of these two candidates is as follows:—

Trudel, F. G. Vaudreuil Station, P.Q. Age 31.

Education—B. A. classical, Three Rivers, P.Q. 1926. 2 years Oka Agricultural College, graduating 1935 with degree D.V.S. Claims post-graduate course in philosophy and bacteriology.

Experience—Chiefly in University courses. June 1930—October 1930 Experimental Farm, Ottawa, under Dr. Grant Lockhead and Dr. C. K. Johns, in bacteriological laboratory, routine analysis of milk, etc. Summer 1931 experimental farm, Geneva, New York, under Dr. R. Breed and G. Hucker, routine analysis milk culture, etc. Report on detection of streptococci in milk (see samples of bulletins). Summer 1931 employed by provincial department of agriculture, Quebec. Awarded scholarship at Cornell, Ithaca, N.Y. where he studied veterinary medicine and bacteriology. Summer 1933, bureau of animal industry, pathological division, Washington, D.C. (see application). June 1935 to date, provincial department of agriculture, Quebec at Macdonald College under Dr. R. L. Conklin, Ste-Anne de Bellevue, selected by department. (See application.)

Q. He was a good man, was he not?—A. Yes.

Q. In fact, he was the most qualified?—A. That is what my contention was, as I cite a little later.

Mr. FOURNIER: But the board decided otherwise.

By the Chairman:

Q. Then will you please read Herman's qualifications.—A. Yes.

Herman, Y. G.; New Hamburg, Ont. Age, 25. The other is age 21, I believe.

Education: B.S.A., O.A.C., Guelph, June, 1934, specializing in bacteriology. One year post-graduate course Toronto, D.P.H. in bacteriology.

Q. D.P.H.?—A. Yes, D.P.H.

Q. Yes?—A. Experience: September, 1934-March, 1935, in Hamilton Poultry Laboratory in charge of all work; passed over 60,000 samples of fowl blood for detection of carriers of Pullorum disease. References attached.

Q. Just a minute—60,000 did you say?—A. Yes.

Q. In how many years?—A. From September, 1934, to March, 1935.

Mr. FOURNIER: Six months.

By the Chairman:

Q. From September, 1934, to March, 1935; six months, yes. Did he do that in six months?

[Mr. A. Potvin.]

Mr. FOURNIER: That is what the report says.

The WITNESS: That is what the report says.

The CHAIRMAN: Yes, yes. All right.

The WITNESS: I do not know whether the two months were inclusive or not.

By Mr. Fournier:

Q. Read us about those tests—just the sentence about the tests?—A. September, 1934-March, 1935, in Hamilton Poultry Laboratory in charge of all work; passed over 60,000 samples of fowl blood for detection of carriers of Pullorum disease.

Q. He was a fast worker.

The CHAIRMAN: He must have been a fiend. That is all for him.

By the Chairman:

Q. Did you realize, Mr. Potvin, that it is incredible for a man to study 300 samples of that kind each day, including Sundays, during six months?—A. I did, yes.

Q. On the eligible list of December 3, 1936, Herman is not called a doctor?—A. No.

Q. No; and in the minutes of the same date he is not mentioned as a doctor?—A. No.

Q. And this is a letter from the secretary of the commission dated January 12, 1937?—A. It is prepared by the examination branch themselves, I think; the initials—I do not know them.

Q. Those are the initials of Rev. Robert Morgan?—A. Maybe.

Q. This is signed by the secretary, and this is the first time that Lloyd George Herman is mentioned as a doctor?—A. Yes.

Q. And in a letter from the secretary, probably prepared by the Rev. Robert Morgan, the examiner. Then in another letter, all the competitors were notified that he was a doctor, eh?—A. Yes.

O. And the same thing was stated in English and in French?—A. Yes. Let me see if they say "doctor" there. Yes.

Q. "Doctor" is spelled without abbreviation, and in French "docteur". Will you please read the memorandum here that you have signed?—A. Yes.

Memo to File:

I believe this is one case where our examiners have been misled. As it is evident by the correspondence on the competition file, the letters "D.P.H." have been interpreted as "Doctor in Philosophy". In fact, Mr. Herman, in that correspondence, is called Dr. Herman, which he is not. The letters aforementioned mean: "Diploma in Public Hygiene," which would qualify Mr. Herman as a sanitary inspector.

His academic course is equivalent to senior matriculation only. Then he followed a course at Guelph College during four years, where he was awarded the diploma of B.S.A.

By Mr. Tomlinson:

Q. B.S.A.?—A. B.S.A.—Bachelor of Agriculture. Continuing:—

Afterwards, he followed a post-graduate course in bacteriology in order to obtain the diploma in public hygiene. This, according to reports, is rather elementary, and cannot be compared to the course pursued by Dr. Trudel. Mr. Herman completed that one only recently, and his experience cannot, therefore, be compared with that of Dr. Trudel.

As I heard of that case in Montreal, I beg to submit to my colleagues that the board should be reconvened to reconsider their decision, with a view to giving the service the best available candidate.

Now, Mr. Bland puts on there: "I should like to have the chief examiner's report on this case."

Q. Will you please read the chief examiner's report?—A. Yes.

Memorandum to Mr. Garrett:

Re: Assistant Bacteriologist, Department of Pensions and National Health, Ottawa.

The attached file has just come to me, and unfortunately I will not have time to deal with it before leaving to go on holidays. Will you please make some inquiry with a view to ascertaining the considerations that led the advisory board to find that Mr. L. G. Herman possessed the best qualifications.

In regard to the suggestion that the examiners have been misled and assumed that "D.P.H." stood for "Doctor in Philosophy," I do not see any evidence on file that Mr. Herman was referred to as "Doctor" other than in the notifications sent out by the two clerical sections. Certainly there would be no justification for such an error on the part of an examiner as a "D.P.H." diploma is quite well known.

That is signed by Mr. Nelson. Now, this is the memo. of the other examiner, Mr. Garrett.

Q. Oh, no.—A. Oh, yes.

Q. Will you please read this memorandum?—A. Yes. It reads as follows:—

Memorandum to the Chairman

Subject: Assistant Bacteriologist, Department of Pensions and National Health, Ottawa, Ont.

In the absence of the chief examiner and of the departmental examiner who sat at the advisory examining board in connection with the above-mentioned competition, the undersigned, who was not present at that board, asked Dr. N. MacL. Harris, representative of the Department of Pensions and National Health, and Dr. R. Newton, of the National Research Council, both of whom were present at this board, to meet him in room 602 on the morning of Tuesday, July 6th. They very kindly consented to do so and met the writer and Mr. Perrault (who was present at the original meeting of the advisory examining board) to review the comparative qualifications of Mr. L. G. Herman and Dr. F. G. Trudel.

By Mr. Fournier:

Q. Who is Mr. Perrault?—A. A clerk, grade 4, in the examining branch.

Q. Does he know anything about bacteriology?—A. I do not know. I know he has followed a course of studies obtaining the B.A. diploma, I think; and then he went over to France and studied at the Sorbonne. Continuing the memorandum:—

Reference to the duties and qualifications will indicate that the advertisement did not call for veterinary training or experience, and such training and experience are actually out of line for the work required.

Dr. Trudel is a specialist in veterinary science and were he applying for a position in the Health of Animals Branch, Department of Agriculture, his training and experience would be directly in line and particularly valuable in the field of animal pathology and parasitology. On the other hand, his training as a veterinary specialist is certainly not in line with the requirements of general public health laboratory problems.

On the next page is a brief comparative statement of the qualifications of the two candidates, Mr. Herman and Dr. Trudel.

[Mr. A. Potvin.]

Mr. FOURNIER: We have heard that.

By the Chairman:

Q. We heard the qualifications?—A. Yes, I think so. Following that, and continuing:—

Dr. Trudel's bacteriological experience and training have been entirely along veterinary or dairy bacteriological lines. From the above, it will be noted that Mr. Herman's training and experience are more directly in line for the duties concerned.

It appears that when notices of the result of this competition were sent to the candidates, a clerical error was made in advising them that "Dr." Herman had been selected. Presumably, the clerical staff misinterpreted the letters D.P.H. to mean a Doctor of Philosophy (Ph.D.).

Q. Just a minute. That is a lie. It is not the clerical staff that made that error. It is the examiner who put his initials on the secretary's letter. I do not attribute the lie to you, Mr. Potvin.—A. No.

Q. I mean that those who said that—the man Garrett who made that report lied in that instance. It was not a clerical error. It was something just to boost Herman, done purposely by Morgan.—A. Continuing:—

Needless to say, the advisory examining board never for one moment misread this abbreviation.

The course in public hygiene at the Toronto University is given to graduates with appropriate scientific training, and is of a professional quality and standing far removed from that of a sanitary inspector.

This is in reply to my memo.

This course includes a great deal of public health bacteriology, which is directly in line with the requirements of the position in the Department of Pensions and National Health. (Further, sanitary inspectors in Canada are now granted a diploma if they pass examinations of the Canadian Public Health Association and they do not require any post-graduate specialized training.)

The other technical member of the advisory examining board, Dr. Hugh Laidlaw, sailed for Europe yesterday.

C.E.G.

Q. Now will you please read the memorandum concerning the appointment, the last page?—A. Yes.

Memo to the Chairman:

Re: Assistant Bacteriologist, Ottawa

I am advised that Mr. Garrett discussed this matter with Mr. Potvin and my understanding is that no further action is considered necessary.

Mr. Bland sent it to me. I put on there, "See note on file No. 33-PH-HH." That would be my note, I suppose.

Q. The note you have read in the first place?—A. Yes.

Q. Objecting to it?—A. Yes. Now I put this note in afterwards.

Q. The notices of the appointment were sent to the candidates in May, 1937, and your memorandum is dated the 29th July, 1937, several months afterwards.—A. Yes.

Q. Will you please read this?—A.

Note on Mr. Medland's memo—16-7-37-33-PH-HH

Re: Creation of permanent positions to provide for the appointment of temporary employees in the Laboratory of Hygiene, Health Branch, Ottawa.

As I understand that Dr. Trudel has accepted another position and that it is no more his intention to ask for a revision of his rating, I agree to recommend the permanency of Mr. Herman.

A.P.

By Mr. Mulock:

Q. Who is Medland?—A. One of our investigators.

By the Chairman:

Q. Now, Mr. Potvin, in spite of the fact you considered it untruthful in Herman to say that he could examine 300 samples a day continuously for six months, you recommended his appointment nevertheless?—A. Because Dr. Trudel, who was second on the list, had found another position, and he had been in the service and he had been recommended by the department for permanency. I saw it was of no avail.

Q. Herman was next best?—A. He was supposed to be; according to the examination report he was the best of them all.

Q. Did you not check all the qualifications of all the candidates on the examiner's report?—A. It would require lots of time.

Q. You had no time to check all the qualifications?—A. No; we have to depend on the reports of our employees, on our examiners.

Q. That is very important, Mr. Potvin, because when there is a competition for any position the examiners make their report on each candidate?—A. Yes.

Q. And they submit the report to the commission?—A. Yes.

Q. They submit a summary of the qualifications of each candidate with their reports approving or recommending the appointment of A, B, or C?—A. Yes.

Q. Then you take the report; you read the qualifications of the appointee?—A. Yes.

Q. And it is impossible for you to go through the qualifications of all the candidates?—A. Yes, and we do not see the application forms as filed by all the candidates, except the one who is declared successful and who is recommended by the examining board.

Q. Therefore the commissioners are only a rubber stamp for the examiners?—A. Well, if we have any suspicion we show our employees that we are not rubber stamps.

Q. If you have suspicions. That is vague. In fact, most of the time you take for granted that what the examiners say is right, and it is only when you have to check something that is foolish, which says that a man is a doctor, he has a diploma from the public health department.—A. We cannot be investigators and examiners and clerks and commissioners at the same time. We have to trust our employees.

By Mr. Glen:

Q. With your experience along the lines of examining candidates, have you any opinion as to how the service can be improved?—A. I think that in certain regards—

Q. We would be glad to have it from you, based on your experience.—A. That is a statement I had intended to prepare for to-day.

Q. Have you got the statement?—A. No, I have not got it ready.

By the Chairman:

Q. Just a minute. In line with Mr. Glen's question, you have been on the Civil Service Commission for four years?—A. Four and a half years, sir.

[Mr. A. Potvin.]

Q. Has there been any improvement brought about in the civil service since you have been there?—A. I believe there was.

Q. What was it?—A. I believe there was, because if you look at the files you will see that I insisted, especially owing to the unrest which existed then in Quebec, and also because of the poverty of our recruiting field, you will see we have made improvements in the condition as a whole.

Q. That is vague, very vague. You tell it to the members of the committee, and they will ask you questions.—A. Well, I am ready to answer.

By Mr. Glen:

Q. Tell us your experience with regard to examining boards. What suggestions would you offer to improve the service?—A. I made a point never to go to an examining board because I did not want to appear as having undue influence over the members of the board.

Q. What check have you as a member on the report of the examining board? You say you have sometimes suspicions that all is not just as the report appears to show. What would you do in that case to remedy that state of affairs?—A. Then I appeal sometimes from the decisions and we reconvene the board with instructions to review.

Q. What I want to get at is this, how are you going to make an examining board from whom you get a report to insist that it is correct?—A. When we reconvene often we appoint new men on that board, technical men; and I made a point a few years of bringing university professors as often as I can to act on these boards, and I may say that my colleagues have supported me in that regard.

Q. For instance, Mr. Fournier tells me that sometimes you have examiners who have not the qualifications for examining.—A. That is true. I objected to a clerk grade 4 acting on these boards to examine candidates for positions possibly higher than their own salary.

Q. Their own qualifications?—A. Yes.

By Mr. Fournier:

Q. In the last file you just went over I see the name of Mr. H. B. Perrault, clerk grade 4. He is not an examiner?—A. No.

Q. He sat on the board of examiners in a position over \$2,000 requiring special qualifications.—A. That is why I raised some objection, and he does not sit on the boards any more.

Q. Why did you not send a real examiner?—A. Well, the recommendation came before us that so-and-so would be a member of the board. Dr. Laidlaw of the city here who is a well-known bacteriologist was a member of the board, and I think we tried to get one from Montreal, if I remember rightly, but we could not get hold of Dr. Gauthier at that time. He came a little later for another examination.

Q. You have Dr. Harris as head of the branch, who is on the board also?—A. Yes.

Q. And Dr. Laidlaw, and Mr. Perrault?—A. And Mr. Perreault.

Q. Mr. Perrault, a clerk grade 4, examined a man having special qualifications as a bacteriologist.—A. Well, he was supposed to be there not as a technical member but as a translator for them.

Q. He had nothing to do but translate what was said?—A. Of course, he had a voice also, and he had a vote.

Mr. MULOCK: He voted?

By Mr. Fournier:

Q. He could not voice an opinion or vote if he did not know anything about it.—A. I do not want to—

Q. I want to know why the commission sends out that type of examiner for certain jobs?—A. I do not want to voice the sentiments of my colleagues, although they will bear me out I objected strongly.

By Mr. Tomlinson:

Q. To whom did you object?—A. I objected to Perrault and to Chausse and to another man.

Q. To whom did you voice your objection?—A. My colleagues, and I put it on the file, on some files.

By Mr. Fournier:

Q. Now, Mr. Potvin, was this control of the civil service staffs changed since you have been appointed as a commissioner?—A. What date is that?

The CHAIRMAN: It is published as an appendix to the report.

Mr. FOURNIER: This was made out by Mr. Bland.

The WITNESS: In February of this year, was it.

By the Chairman:

Q. Did you ever have a copy of this chart, Mr. Fournier?

By Mr. Fournier:

Q. The chart is headed "Civil Service Commission of Canada, organization and establishment, February, 1938."—A. I asked for the chart, and it is being prepared for me. I have been asking for it.

Q. You have not had this chart?

The CHAIRMAN: I will send you one. We have some to spare.

The WITNESS: I have seen it, but I have not got one.

By Mr. Fournier:

Q. You cannot say if it was changed?—A. No, but I can check it for you.

Q. You take the examiners' functions.—A. I see Mr. Lalonde's name there; he is not there any longer.

Q. The examiners' functions are as follows: "To set, mark or rate examination papers; to act as members of examining boards; to prepare and direct advertising of vacancies; to recommend procedure and action." Now, when boards are sitting and they have French candidates, your only examiner is Mr. Lefebvre?—A. At the present time, yes, unless they are technical examinations. Then, I was asked to appoint somebody else.

Q. He is not even permanent?—A. No.

Q. He is a temporary at the present time. When candidates are called to an oral examination I understand that these boards strike out so-and-so, many people that are not qualified according to their application papers, and then they have oral examinations and the board sits to question these gentlemen?—A. Yes.

Q. When you have two or three boards sitting who have you got to question these French candidates?—A. We have only Mr. Gosselin, who sometimes helps.

Q. He is not an examiner?—A. But I am very careful in having one French representative anyway.

Q. Although he knows nothing about the job?—A. I cannot do anything else.

By Mr. Tomlinson:

Q. Why can't you?

[Mr. A. Potvin.]

By Mr. Glen:

Q. Why not?—A. That is why yesterday I was recommending that we re-establish the French section.

By Mr. Fournier:

Q. You know we get complaints about these things.—A. I know. I have had many complaints, too; maybe more than you have had.

Q. At all events, do not you think that you should have more examiners, English, French and bilingual?—A. I believe so.

Q. Did you find out for yourself that examinations for special positions are never decided by your employees, the examiners, but are decided by somebody in the service?—A. Well, it is pretty hard to answer that. But here is what I would say, and what I have objected to. Sometimes requisitions come to us from the various departments asking for special requirements which practically earmark the position for so-and-so.

Q. And the board to examine these men would be whom to decide as to the best qualified candidate?—A. We always have the department send a representative, because, after all, they are the ones who are the most interested in the matter.

By Mr. Tomlinson:

Q. Let us carry that a little further. Who in the department really requisitions that? You made quite a broad statement there. Who in the department requisitions?—A. Well——

Q. These qualifications?—A. The deputy minister or his assistant is the one communicating with the commission in that regard, sending the requisition. Now, if you ask me what department, in what department this happens often——

Q. Yes, I would like to know that.—A. I thought that was what you were asking.

Q. Yes, I will ask you that now.—A. I would say it is the Department of Agriculture. Now, I may say——

By Mr. Fournier:

Q. How is the National Revenue?—A. Well, they are not so bad as they were.

Q. Would you suggest, Mr. Potvin, that we should have examiners on your staff who would be real examiners and would decide who was the best qualified man?—A. In general competitions I think if you added to our staff we could handle these examinations, but in technical positions it is impossible to have a man covering all the field. You will understand this, in the Department of Agriculture alone I believe they have over twenty specialized services, that is services requiring special qualifications.

Q. Cannot you get outside men to be examiners in these cases, and take it away from the—— A. That is what we do.

Q. —officials of the department?—A. That is what we do as much as we can, but often the universities to-day cannot keep pace with the change in requirements in regard to commerce and trade and finance and public service.

Q. That would be one good way to keep the influence of the officials in the department out of the examination.—A. I am in favour of getting more technical men from the outside.

Mr. LACROIX: Especially in the Department of Agriculture.

The WITNESS: Appropriations

Mr. LACROIX: Especially the Department of Agriculture. It is very easy to secure men of that type, because you could secure them from Ste. Anne de la Pocatière.

The WITNESS: May I say this, Mr. Lacroix—

Mr. FOURNIER: I want to take the other branch.

Mr. TOMLINSON: He was going to say something.

The CHAIRMAN: Finish your sentence.

The WITNESS: I was going to give my explanation why we do not sometimes get the proper candidates from these schools. It is not due to the fact that the schools are inferior to any other schools, but the course is different in the province of Quebec from the courses in the English speaking provinces. I know both systems; I have had that advantage. Now, the English courses are what I would call inductive, that is ascending from the particular to the general to the universal; while in the French province it is deductive, that is descending from the general principles to the universal to the particular. Now, if we ask questions—I was going to explain how people might be at a disadvantage. Questions are asked of someone who followed one course instead of the other and candidates who have followed the same course will understand the questions better; do you understand?

Q. Yes. Just let me ask you one question there: Is it not true that the qualifications asked for with respect to a cowboy—a boy who goes out to shovel manure in the stables at Ste. Anne de la Pocatière—was a B.A.? Do you remember that?—A. No, I don't.

Q. They asked a degree in Arts for him, for a man who was to go out and shovel manure from behind the cows at Ste. Anne de la Pocatière; they asked that that man have a university degree?—A. I do not remember that case, and if I had seen that such qualifications were required for such a position I would certainly have objected to it.

By Mr. Fournier: ~

Q. Now, consider the organization branch; the duties of the organization branch are to investigate and report on the organization, personnel, establishment and the procedure of the department; and the classification of all positions in the service, rates of compensation and allowances; and to maintain the official classification. They have to investigate the proposals for additional staff and to check as to the requests for the filling of vacant positions. I find that in this branch there is only one French investigator, Mr. Boutin.—A. Mr. Boutin; and Dr. LeBarge has just recently been appointed.

Q. Since this came off (indicating chart of establishment)?—A. I do not believe he has reported for duty as yet. I believe he is going to begin on the 1st of June.

Q. Well, let us say two. You know that in Ottawa here there are over 2,000 French-speaking civil servants in the service?—A. Yes.

Q. And these two men go around to meet these French people and see if they deserve promotion?—A. Not only in Ottawa, but outside also.

Q. We will take Ottawa. I am going to give an instance. I have the correspondence upstairs. Do you think you have enough investigators to do the work properly?—A. That is why I insisted upon having a new one there.

Q. There is a department where your investigator has not been going for the last four years?—A. Quite probably.

Q. The people there are at their maximum. They are recommended, and just waiting for the investigator. You know that, don't you?—A. Yes.

Q. It is in the Post Office Department?—A. Yes.

Q. You know that has existed for years? There has been no investigator and they are not being promoted; is that correct?—A. Well, they can be promoted to a vacant position if there is a request on the board.

Q. Without investigation?—A. You mean, they cannot be reclassified?

[Mr. A. Potvin.]

By Hon. Mr. Stewart:

Q. Reclassification is something different, isn't it?—A. No, annual survey.

By Mr. Fournier:

Q. When a man gets to his maximum salary; say from grade 2 and wants to go to grade 3?—A. That is reclassification.

Q. I thought it was promotion?—A. No, promotion is the appointment of somebody after a promotional competition into a vacant position, to a higher position which is vacant.

By the Chairman:

Q. Just a minute, Mr. Fournier; I just want to ask this question; Mr. Potvin, you know of your own knowledge that for some years investigator Jackson has been assigned to the Department of Agriculture?—A. Yes.

Q. And he has been appointed, or acting, in a number of capacities?—A. Yes—the examinations, you mean?

Q. Yes. He was drafting at times the qualifications, but afterwards he was sitting on the examination boards to pick the right fellow?—A. Yes.

Q. And it is well done.—A. Yes, because he was supposed to be qualified.

Q. Qualified to pick the right one?—A. He held the diploma of B.S.A.

Q. B.S.A., yes. Is that not the test? These fake doctors come with their degrees and boast of their knowledge which does not exist. Is it not true that consideration is given to those who call themselves doctors; even in the agricultural department and in any other department?—A. The degree of Doctor of Philosophy in the English universities means Doctor of Science.

Q. It means that man knows all?—A. Pretty near.

By Mr. Fournier:

Q. What would you suggest so that the commission could meet the request of the departments and of the employees, to have their cases brought before the commission for reclassification or promotion?—A. In the case of promotion, that is a pretty delicate question; because one of my colleagues here voicing his own sentiment advocated the establishment of appeal boards. He knows that I am a little opposed to that view in so far as I believe it would be better and more practicable to prevent the appeals than to deal with them after there is a cause for appeal. If we could prevent the causes for appeal it would be a great achievement, because most of the complaints that we receive are from promotional competitions. I would certainly add an examiner, and I would add a couple of grading officers from the commission, and perhaps one more from the department also, and give as much care to the filling of a position by promotion as we do to the filling of new positions. The formation of a permanent committee—a standing committee—of the house, could deal with the appeals between the different sessions—I thought that would cover your appeal, Mr. Glen—and I thought also that if the rating officers knew that you as a committee could scrutinize their ratings that would put lots of wisdom into their heads.

By Mr. Tomlinson:

Q. Do you suggest that you do not give as much attention to a promotion as you do to a new appointment now?—A. The ratings are given by the department.

By Mr. Fournier:

Q. How many officers give ratings in any one case in the matter of promotions?—A. Two or three.

Q. Two or three?—A. Yes, sir.

Q. One from the department?—A. No, by the department alone. The immediate chief would give a rating on efficiency and the future chief and one of the reviewing officers would give a rating on personal fitness. Now, the weight of the efficiency rating is 30; the weight of personal fitness is 50; and the rating given by the commission is based only on seniority.

Q. That would be only 20 per cent?—A. Yes.

Q. So, when promotions—A. Twenty per cent, 30 per cent and 50 per cent; that makes 100 per cent.

Q. So, when promotions are made, the commission just remains silent, it has nothing to say about them?—A. I tried to object once.

Q. Did you succeed?—A. No.

Mr. TOMLINSON: You might explain that.

By Mr. Fournier:

Q. Once again, promotions in the service do not come under the commission at all, they are made inside the department?—A. My contention is that we do not have enough say in these matters.

By Mr. Glen:

Q. You did not answer the question?—A. Yes, they really decide.

By Mr. Fournier:

Q. They are made in the department?—A. Of course, if we have any suspicion that the ratings have not been fairly given we can always ask an explanation from the department; but they are very clever in explaining cases of that kind.

Q. Do these promotions come before the commissioners?—A. Oh, yes. We have to take the responsibility for a thing we do not know anything about.

Q. Your investigators are not rating the people for more than 20 per cent?—A. The investigators have nothing to say—our investigators, do you mean?

Q. Yes; do they have anything to say?—A. They have nothing to say in the ratings. What they do is to value the position and to mention what compensation should be charged to it; and also to fix the duties of the position so as to classify it.

The CHAIRMAN: You are in the position of the Senate with regard to estimates; you can accept them, or reject them in bulk.

By Mr. Glen:

Q. You made a very serious statement there just now.—A. Yes?

Q. You stated that the commission on the question of promotions has absolutely no say at all in the practical sense?—A. Practically no say. Sometimes if the ratings are very close we may ask for a written examination.

Q. Yes, but only where those ratings are close?—A. That is a very rare case.

Q. And that is only rare?—A. Yes.

Q. What about the merit system in the civil service; it has kind of gone by the board?—A. The merit system is supposed to be applied by the chiefs of the various branches in these departments also.

Q. And you accept their dictum, and you make the appointments accordingly?—A. Really we have no means of ascertaining whether the ratings are properly given or not. We have to accept the ratings which are given.

Q. You have to accept them?—A. That is why I would recommend that the commission be represented in giving these ratings also; that would dispose, very likely, of a number of complaints.

Q. The effect of your evidence is that in the promotional service of the civil service there is no merit system. Would you define to me what you consider

[Mr. A. Potvin.]

to be the merit system?—A. I could not accuse the chiefs of the various branches of being unfair. They are supposed to know their personnel better than we do and they give the ratings.

Q. Yes, but you must remember that what you have already said was that some of these positions are created by the officers of the department for particular employees within the department?—A. No, they are created by the treasury board upon request.

Q. From the department?—A. From the department.

Q. And, does the department come to you and ask you to advertise for a person having qualifications which suit a person already in the department?—A. That is what I have objected to many times, because we have our general classification and I contended that we could not alter those basic classifications—

Q. Quite?—A. —without referring the matter to council, because if a plan of organization—suppose you would take—we have been asked by one department for a clerk grade 1 with university graduation. In our general classification such a qualification is not required. Primary education, high school graduation, might be required in one position; but when they come to us and say you will ask for university graduation from the candidate; I object to that. And if they say for instance that a candidate must have these special qualifications without any apparent reason I think it should be looked into. And then, they say that a candidate must be between the ages of 30 years and 40 years—well, we would ask for an explanation.

Q. Do you get the explanation then? Have you any suspicion in your mind that the qualifications that are asked for by the department are really made to cover the qualifications of the employee?—A. Sometimes, yes. I remember one case.

Q. How do you propose to get over that? If there is a merit system within the civil service—I greatly doubt in this particular field whether there is any merit system—A. I would not go that far.

By the Chairman:

Q. What do you mean by the merit system? Mr. Glen asked you that.—A. I mean, the best one must win.

By Mr. Glen:

Q. And who is to decide upon the best one?—A. We have the machinery, and we go by the reports, which I presented to you, which I submitted.

Q. Then, the commission are not the ones who decide the matter?—A. We have the responsibility.

Q. Yes, you have the responsibility, but then you, yourself, say that in many cases the responsibility is just the signing of the papers?—A. When we have the slightest doubt, we of course investigate the matter.

Q. You spoke of the question of a board, and you are in favour of the idea of having an appeal board constituted of members of the standing committee?—A. Yes.

Q. Would you think a body such as we could act as an appeal board?—A. You receive complaints on some promotional competitions, and I believe they would be reduced to a great extent because the rating officers would be very careful. They would know their ratings were going to be scrutinized by a committee of the House.

Q. Last year there were 8,000 appointments made to the civil service?—A. Not promotions.

Q. No, but there were 8,000 appointments and, of course, there must have been some promotions among that 8,000. Would you say a body constituted as we are—A. No.

Q. That we could enter into appeals?—A. No, I would not say that, Mr. Glen, but I would go so far as to say that a sub-committee appointed by this committee could certainly render very good service.

Q. You must remember that we have other duties to perform apart altogether from being members of this committee.—A. Maybe I am asking the impossible, but that is the only way I can see to improve the situation.

Q. You heard Sir Francis Floud's evidence, did you not?—A. Yes.

Q. He said that in connection with the British civil service there is an appeal board.—A. Yes.

Q. And that appeal board is not constituted of members of parliament but is an appeal board within the service. You heard that?—A. The situation is not the same in England as it is here.

Q. But the question of appeals is the same in England as it is here.—A. It depends how that board would be constituted. The suggestion was made that there would be a representative of the department, a representative of the commission and a man elected by the employees themselves. I thought that having elections between the employees would necessarily be an obstacle perhaps to better co-operation. You know what elections are.

Q. They would see that the proper men were appointed, I have not the least doubt. Is that the only objection you would have to an appeal board constituted such as that?—A. Yes. If I were on the board and voted against so and so, even if I were fair to him he would accuse me of being unfair.

Some Hon. MEMBERS: Oh, no.

The WITNESS: I am afraid that would exist. Of course, I am here trying to help the committee. If you find a better solution, it is up to you.

The CHAIRMAN: Gentlemen, when shall we sit again?

Mr. BLAND: Mr. Chairman, may I say a few words?

The CHAIRMAN: Certainly.

Mr. BLAND: I trust that the committee will give me the opportunity of saying a few words on some of the points that have been raised this afternoon before the committee passes judgment on them.

The CHAIRMAN: Oh, yes.

Now, gentlemen, when shall we sit again?

Some Hon. MEMBERS: To-morrow morning.

The CHAIRMAN: Mr. Potvin and the other commissioners are invited to be here in the morning. We will adjourn until eleven o'clock in the morning.

(At 6.05 p.m. the committee adjourned until 11 a.m. Friday, May 27, 1938.)

Dr. Drc
on
on

SESSION 1938
HOUSE OF COMMONS

CAI XC 2

- 38058



SPECIAL COMMITTEE

ON THE OPERATION OF THE

Canada

CIVIL SERVICE ACT

1938

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 19

FRIDAY, MAY 27, 1938

WITNESS:

Mr. A. Potvin, Commissioner, Civil Service Commission

OTTAWA
J. O. PATENAUDE, I.S.O.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1938

MINUTES OF PROCEEDINGS

MAY 27, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 11.00 o'clock a.m. Mr. Pouliot, the Chairman, presided.

Members present were: Messrs. Boulanger, Brooks, Cleaver, Deachman, Fournier (*Hull*), Glen, Golding, Green, Jean, MacInnis, McNiven (*Regina City*), Mulock, O'Neill, Pouliot, Spence, Stewart, and Tomlinson—17.

In attendance: Mr. C. H. Bland, Chairman, Civil Service Commission; Mr. A. Potvin, Commissioner, Civil Service Commission; Mr. J. H. Stitt, Commissioner, Civil Service Commission.

The chairman read a letter from Mrs. F. C. Betts, thanking the committee for their message of sympathy.

Mr. A. Potvin was recalled, further examined and retired.

The committee adjourned to meet again Tuesday, May 31, at 4.00 o'clock, p.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268,

May 27th, 1938.

The Select Special Committee on the Civil Service Act met at 11 a.m. The Chairman, Mr. J. F. Pouliot, presided.

The CHAIRMAN: Order, gentlemen. I have received the following letter:—

THE CRONYN FARM,
R.R. 6 LONDON, ONTARIO,
CANADA.

DEAR Mr. POULIOT: Will you convey to yourself, the members and personnel of the House of Commons committee on Civil Service Act, Mr. Betts' and my sincere appreciation of your message of sympathy; and may I take this opportunity to thank you personally for the kind things you said of my husband in the House last Monday.

Sincerely,

CATHERINE C. BETTS.

Gentlemen, a very dear friend of mine, the warden of my constituency, died yesterday, and I will attend his funeral on Monday. I will be at your disposal this afternoon, if you wish to hold an afternoon sitting of the committee, or Tuesday afternoon, or Wednesday morning—any day that suits you. Therefore I will ask you now, in order that there may be no misunderstanding, to fix the date of the next meeting. Will it be this afternoon?

Mr. SPENCE: Mr. Chairman, would it be convenient for you to be here on Tuesday morning?

The CHAIRMAN: No, I cannot arrive here on Tuesday morning.

Mr. SPENCE: Make it this afternoon, if that suits you.

The CHAIRMAN: Would you like to sit this afternoon?

Mr. SPENCE: No, I do not think so. We would be missing the House.

The CHAIRMAN: Then make it Tuesday afternoon at 4 o'clock. I think it would be better to fix the dates of the meetings at the beginning of the sittings, because at the end of the sitting some of the members go, and there is always a rush.

Mr. SPENCE: You are quite right.

The CHAIRMAN: The best way is to fix it in the beginning. Therefore, the next meeting will be on Tuesday afternoon at 4 o'clock.

With regard to reports of yesterday's meeting, the Journal said, "The incident closed with the Chairman, as Mr. Foran was leaving the crowded room, in which scores of interested spectators stood throughout, waving to him and shouting: "Good-bye, Mr. Foran, good luck to you.'" According to the Journal Mr. Foran had an ovation when he left here. The facts are these: That he received no notice; he shouted good-bye to me and I answered back; good-bye,

Mr. Foran, good luck; and that was all, and everybody turned to me; and he had gone, and everybody laughed. That is all, there was no ovation. The Journal exaggerated the whole thing.

Mr. MULOCK: You were the ovation.

The CHAIRMAN: Oh, no; I do not think there was any ovation—there was just laughter.

Mr. Potvin, will you please come to the stand.

A. POTVIN, Civil Service Commissioner, recalled:

The CHAIRMAN: Another thing that I object to, also, is that the Citizen which usually gives a most impartial report of the sittings—

Mr. SPENCE: There is no use in criticizing the press. I never get any reliable information out of the papers anyway. In fact, I have quit reading the papers all together.

The CHAIRMAN: Mr. Spence, those words are words of wisdom.

Mr. MacINNIS: Mr. Chairman, I think anything you could say after what Mr. Spence has said would be an anticlimax. I suggest that we should get to work.

The CHAIRMAN: Exactly. Sometimes the press speaks too much. I regret very much that the Citizen has put in the part of Mr. Foran's statement which had been cancelled—it was not done so by the Journal—the Citizen published it right through, after it was understood by all it should not be published.

By the way, about the press, I do not care about praise or blame; it is entirely indifferent to me; but if somebody tries to blackmail the committee by intrigues with the press, I am not impressed by it at all, it is entirely indifferent to me. I am guided only by reason.

Mr. SPENCE: I would suggest that we forget the press all together and go ahead and do our business.

The CHAIRMAN: They may do anything, I do not care. But, for their own reputations they must be fair.

Mr. SPENCE: They have got to get something sensational, that is what the newspaper is after. If they don't get that they don't publish anything.

The CHAIRMAN: That is why I refrain from giving interviews to anyone. The record is there. They may publish it in whole or not, that is their business; and the people must take what they read with a grain of salt.

And, gentlemen, now I will give you something—I will ask the press and the reporters not to take what I am about to say.

(The chairman makes a statement off the record.)

Mr. FOURNIER: Before proceeding with this witness—

The CHAIRMAN: Just a minute, Mr. Fournier, I have something else to say with regard to the merit system. Here is the way I understand it; it is that in any competition the competition should be advertised only when there is a vacancy and there is a vacancy only when a candidate is not selected beforehand; and I find it a shame to call for candidates when a man has already been chosen to fill a post. I find it really a shame because it is scandalous, for those who come and take the trouble to participate in a competition that there is no chance at all for any one of them and when the whole thing is worked out in advance. That is one point. And the second point is, it is as much in the interest of the Liberals, the Conservatives, the Social Crediters, and the C.C.F. people that the merit system should apply and that the best man should get the job.

Some Hon. MEMBERS: Hear, hear.

The CHAIRMAN: And now, a Liberal government is in power, those selected are not appointees of the Liberal government any more than prior to 1935 the appointees were a selection of the Conservative government. They were selected by a family circle—

Mr. MACINNIS: I must raise a point of order: Is the chairman giving evidence?

(By direction of the chair the discussion which followed does not appear in the report.)

Mr. DEACHMAN: Mr. Chairman, really I do not like the idea that this committee should be asked to submit to censorship against the press. Rather would I suggest that our conduct be such that there should never be a word uttered in this committee which might result in a request to the press that it shall be left out. I think, after all, the freedom of criticism is our own, it is the freedom of the members of the committee, the freedom, too, of the chairman, and I do not like to restrict others from a right which I claim for myself.

Above all other things, I want to remember that I thank God that those who are here live in a democratic country, and no one has the right to say to the press of this country, when it is present at a meeting, "You shall not take what has been said because it might offend some persons who are here."

I have this suggestion to make in regard to the future conduct of our meetings. I have listened to expressions from time to time in regard to the press in which they were asked not to take this, in which the reporters of the committee were asked not to record certain things which had taken place. I think it expresses a far finer view if we hold to the opinion that anything that is uttered should be taken down, and that deletion should occur only in a case where there has been something given that is in error, as, for instance, if I should mistate something and then correct it. It is quite right that corrections should be made. Or there might be occasions when, for the easy reading of the record, a former statement found to be in error might be left out. But so far as any statements which are made which offer criticism of even the chairman or of the committee or of other members, they should not be made unless they are to be taken down to form a part of the record. The press of this country is free, and I ask the press to retain its freedom.

Mr. GLEN: Mr. Chairman, I made a motion for adjournment, and I did it for this reason. I am very much concerned about the report of this committee. I am extremely anxious that we should hear all those who have an interest in the civil service, and I am optimistic enough to believe that even with the evidence we now have we are in a position to make a report, although I want to hear some of the other members of the commission and also some of the organizations.

But I am going to corroborate in its entirety every word that has been uttered by Mr. Deachman this morning. If this committee, a public committee, is asked to exclude the press, I for one will not be a member of this committee, because this is a body dealing with at least sixty thousand persons, spending \$90,000,000 of public money, and everything that is done in this committee should be broadcast wide throughout the dominion.

I have deplored in the past, and I deplore now, all these attacks upon individuals, all these insinuations and innuendos that have been created by the conduct of this committee. I do think that we are losing the essential part of this whole business, namely, how shall we make the Civil Service Commission a body such as will retain the respect and good-will of the whole of the people of Canada. And we are not doing that. Therefore, for that reason, I made the proposal that we should adjourn, simply because I thought that the minds of the members of the committee to-day were in such a state

that we could not do anything worth while. I am going to repeat that motion now, because I feel that the committee would do better to have the week-end in order to decide what should be done.

Mr. FOURNIER: Mr. Chairman, before we decide on the adjournment, I would like to say a few words.

This occurrence this morning just explains to the public the state of mind not only of the members of the committee or the chairman but the civil servants themselves. When I was appointed on this committee it was to do serious work; at least, that is what I thought, and I still think it. I would not like to see the committee discontinue its meetings or not report to the House because I know personally that there is a lot to be done with our service in Canada.

I happen to represent quite a large number of civil servants. They are intelligent enough to pick out of what goes on in the committee; what is right and what is wrong. I would like to see the three commissioners here, the chief examiner, as I stated the other day, the chief of the assignment branch, and one or two more high officials. This could be done very quietly.

Now, some members think we have learned nothing since the beginning of the sittings. We have learned a lot. You can read over the evidence of Mr. Potvin yesterday and see what this commissioner thinks of the merit system. I had in mind this morning to ask the committee to call in Mr. Nelson, who is the chief examiner, and I prepared myself last night by looking over the files until 12 o'clock to show the committee how the chief examiner proceeds himself when he is examining candidates for positions, and to show to the public and to the committee that everything is not well and right in the proceedings of the civil service. So I would ask the chair to call Mr. Nelson at the next sitting.

I would ask Mr. Glen to withdraw his motion because the members are getting quieter every minute now, and I think we will have some results after a while. We cannot be nervous all the time.

I wanted to have Mr. Nelson here in order to ask him some questions, and to ask him to bring his personal brief on the appointment of a postmaster at Beauharnois, and to have in the committee the file of the postmastership at Beauharnois. That is one illustration to show how they have proceeded.

Yesterday Mr. Potvin admitted that the commission had hardly anything to do with promotions. If we find that the commission has hardly anything to do in certain appointments, you will see that the Act is not followed as it is drafted or as it should be applied, and some remedy can be applied by amending the Act or by taking in the suggestions which have been given.

I hope that in the future we will have less trouble, and that the members will restrict themselves—for my part I will—to questions put to witnesses.

Mr. GLEN: Mr. Chairman, it has been put up to me now with regard to withdrawing my motion. I have been considering it while Mr. Fournier in his usual reasonable way has been restating matters.

I want to see this committee function, but I certainly will not withdraw that motion if I have got to adopt everything that has been said here this morning, any attack upon any individual or any persons who are present, because I find that the communications I receive verbally and otherwise are to the effect that I am identified with everything that happens in this committee. If I do not protest personally, then it is presumed that I accept all that is happening in this committee. Well, far from it. I want the members to know this, that so far as I am concerned, I have deplored in the past, and I deplore now, every statement that is made against the honour or integrity

of any man, either a member of the committee or a witness in the witness stand. I will not be a party to that at all. We have evidence before us, and God knows we have sufficient intelligence, all of us, to arrive at conclusions from the evidence alone.

Now, if the condition of the withdrawal is that I will be identified with and a party to all that has been said this morning, then I certainly do not withdraw the motion. But if the record is to be taken as it is now, and as it has been before this committee this morning, and will go out just as these gentlemen of the press think it is proper to do, then, of course, I want the business to go on. If we are going to have any curtailment of a free discussion here and the expunging of the record of things that have been said, then I am not prepared to go on.

Mr. MULOCK: Mr. Chairman, when this committee has finished its sittings, every member is entitled to express his opinion. If a member does not like the majority report, he is quite at liberty to put in a minority report. If Mr. Glen feels that way, there is no reason why he cannot reserve his comments until that time.

Mr. GLEN: Excuse me for interrupting. I am not speaking now of the report. It may be there will be a minority report with which I will have something to do, and judging by things that will be done I see the possibility of it. But what I am protesting against now is that all that is said in this committee, if not protested against, goes to the country as though everything that has been said was said with the approval of the entire committee. That is the reason why I am taking this stand now.

Mr. TOMLINSON: Oh, no.

Mr. MULOCK: I do not think it does at all. If a person expresses an opinion, he is expressing his own opinion, not the feeling of every member of the committee.

Mr. TOMLINSON: I am personally not responsible for what any other member of the committee does or for what any witness says. I will bring that in in my report, how I feel.

The CHAIRMAN: Well, gentlemen, this matter is very simple. There was some discussion which became very hot at a certain moment and afterwards it was understood that any offensive words would be withdrawn upon one condition, that it would not be mentioned outside. That was the condition, and I asked the committee twice if it was unanimously accepted, and the answer was yes.

Mr. GLEN: Oh, no. There was nothing put before the committee in regard to that. There was silence upon that very point. The very point you are making now is the point against which I am protesting. You made the statement, and you made it clearly. But that would mean it was acquiesced in, although there was no formal motion. That is the thing I am protesting against this morning.

Mr. MULOCK: Can't we go on with the examination of Mr. Potvin?

The CHAIRMAN: Mr. Mulock I want to tell you there was no motion in fact; but twice the chair asked the committee if it was unanimously accepted.

Mr. SPENCE: If I am in order I would move an amendment to the motion of Mr. Glen to the effect that the committee go on with its business and not attack anybody.

Mr. TOMLINSON: I will second it.

The CHAIRMAN: It was understood the press would not mention it, and it was after I asked one of the reporters what he would do about it that the trouble started.

I am not opposed to the freedom of the press; but there are things I tell you in committee which should not be reported outside. I tell you that for your own personal information and in order that you will not be prejudiced in any way. That is all there is to it.

Mr. MACINNIS: Mr. Chairman, in regard to the past, I think we have to be very careful in the matter of the representatives of the press who are here. They are not the ones who shall say what shall go into the papers and what shall be left out. They are hired by the proprietors of the newspapers to report what goes on, and if they should leave anything out of the press that happens here they are liable to be dismissed. We cannot ask the press representatives to do anything of that kind.

Mr. SPENCE: They can fix it up in a way it won't look so bad, anyway. I have known them all my life and I know they can fix it.

Mr. TOMLINSON: That is why they are not accurate.

Mr. McNIVEN: They have got some job, then.

The CHAIRMAN: All right, Mr. Potvin is here.

ADRIEN POTVIN, called.

By Mr. Tomlinson:

Q. I should like to have just one thing cleared up from yesterday, which caused a great deal of consternation in my mind and I believe throughout the country as well. You made a statement in connection with appointments in which you stated that the head of the department practically made these appointments except when— —A. No, the rating officers. There are three ratings given, one by the immediate chief of the employee and one by the future chief as a rule, and one by the reviewing officer; and the reviewing officer often signs on both sides of the rating form. Then the commission fixes the rating for seniority, but that does not prevent the commission asking for a written examination if they believe that the ratings might be altered by such intervention. But as a rule we do not do it because we trust the chiefs, who know better than we do the actual work to be performed and who act conscientiously.

Q. Then you would not go so far as you did yesterday and make this statement that the heads of the different departments made the appointments? —A. Not entirely. I said that we have not much to say in such cases.

Q. You have not much to say; is that it?—A. Well, yes, because the system that has been established puts the power of rating, finally places the rating power in the officials of the department.

Q. In other words, it would not be necessary for you to sign the certificate at all, according to the information you have?—A. I remember once I dissented on a promotional case.

Q. Why?—A. Because I was satisfied that the proper ratings had not been given.

Q. What reason did you have?—A. I put them on file; I would not like to quote—

Q. I should like you to give us the reasons for dissenting in this particular case. You remember that very well. Why did you dissent; what were your reasons? What was your information underneath that told you that you should dissent?—A. My information was in that case that the proper records on the candidates had not been sent to the commission.

Q. The proper records on the candidates?—A. Yes.

[Mr. A. Potvin.]

Q. Had not been sent to the commission?—A. You see there is a record of every candidate in every department. In that case, for instance, that man had left his post one day to go out fishing. That was my information, and he was transferred then to Ottawa. Then he was accused of being connected with a certain brokerage firm—that was in the customs department.

Q. How did you receive that information?—A. From another brokerage firm here in Ottawa over the 'phone.

By Mr. McNiven:

Q. Hearsay over the telephone?—A. Yes.

Q. You will be guided by that?—A. That is the position I took. I asked for more information from the department. Now, I had also the statement of the two chiefs who had plainly said that they did not have much confidence in that man who was finally recommended.

By Mr. Tomlinson:

Q. Who was he recommended by?—A. By the rating officers.

Q. In what department?—A. That was in the Customs and Excise Department.

Q. The Customs and Excise Department?—A. Both.

Q. Then you, from the information you received outside over the telephone from another brokerage firm, deemed it wise in your opinion to dissent from his appointment?—A. No; I deemed it wise to inquire more about the matter.

Q. Yes.—A. Then my conclusion on that was—of course I can put in a dissenting vote, we cannot always agree—and I put a dissenting vote on that matter because I was really convinced that something wrong had happened there.

Q. You were really convinced of that?—A. Yes, that is why I conscientiously gave my vote.

Q. That he was not the proper man for that promotion?—A. Yes.

Q. And that he really received that promotion ahead of somebody else more entitled to it?—A. Yes; that was my opinion.

Q. That is still your opinion?—A. Yes; of course, that would often happen. A commissioner would give a dissenting vote for certain reasons.

Q. You recorded your dissenting vote, did not you?—A. Yes.

Q. On your report?—A. Yes, I did.

By Mr. Glen:

Q. Mr. Potvin, yesterday you gave rather startling information or evidence to me with regard to the merit system, and I was examining you yesterday when we closed at 6 o'clock. I should like to continue a little further on that. In the question of examinations you said that there were not a sufficient number of examiners in order that they could arrive at a proper estimate of candidates.—A. That is my opinion.

Q. You say another French examiner has been appointed since, who is just about to take office?—A. There are two positions advertised at the present time.

Q. You said something also in regard to the increase of staff that was necessary in the examination branch in order to properly work?—A. Yes, I did.

Q. Have you estimated what the cost might be for the appointment of new examiners?—A. I did not study that phase of the question.

Q. Would a large amount of money be required?—A. Not much, I think.

Q. Would you estimate approximately—I am not binding you to the exact figure—what it would cost to have the necessary number of examiners. Have you any idea of the cost?—A. No, I cannot say offhand.

Q. Would it run to \$50,000 or \$100,000?—A. No.

Q. What would it run to?

Mr. FOURNIER: Ask about the salaries.

By Mr. Glen:

Q. What is the salary of examiners?—A. Grade 1, I think, goes up to \$2,520; grade 2 to \$3,000, and grade 3 to \$3,720.

Q. How many examiners have you altogether?—A. I think we have nine.

Q. What would be the total amount of these examiners cost to the commission?—A. I could not say, because I could not say offhand how many are grade 2 and grade 1 and grade 3.

Q. How many more examiners would you require?—A. In order to get a good examiner, a man who has the necessary education, I believe we should pay from \$3,000 to \$3,720.

Q. I do not want to enter into the question of qualifications of examiners. All I want to know is this. You say there are not a sufficient number of examiners in the service now and there should be more?—A. Mainly in the service.

Q. How many more should there be?—A. The two that are coming, and I would certainly ask for more technical advisers.

Q. How many more, is the question?—A. In the commission itself.

Q. Yes.—A. I would recommend the re-establishment of the old system.

Q. What is that?—A. Under the old system we had a chief examiner of the French section.

Q. Never mind going over that. Would you give me the numbers?—A. I think three or four.

Q. How many more examiners would you require?—A. We have three now, that would be one more.

Q. How many more would you require in order to function properly?—A. One more, as far as that section is concerned.

Q. Is that only one?—A. Yes.

Q. Then you would be satisfied that you would have a sufficient number of examiners to take care of all the applications to the civil service?—A. Yes.

By Mr. Fournier:

Q. Two were appointed?—A. Yes.

By Mr. Glen:

Q. One more, with the two appointed. There are nine already and with the two that have been appointed and one more that you are asking for, you would have twelve altogether?—A. That would be an improvement, yes.

Q. No. What I want to know is, to function properly you have got to have a sufficient staff. How many would you require?—A. That is my answer, one more.

Q. That is— —A. The French section.

Q. That would mean a salary of \$2,000 or \$3,000, as the case may be?—A. Yes.

Q. When these examiners are appointed they will have an eligible list made up from an examination?—A. Yes.

Q. That eligible list lasts for one year?—A. Yes.

Q. Any applications that are made from the department go to the assignment board and they supply from that eligible list the kind of man that is required?—A. They go to the organization branch first. They investigate and see whether the requisition is justified or not. Then it is sent to the examiners for approval with the report, and sent back by the examination branch and to the assignment branch.

Q. And if they are satisfied the candidate on the eligible list is appointed?—A. Yes.

[Mr. A. Potvin.]

Q. Your statement yesterday was that through the deputy minister of some of the departments some man who was in the department, and there was a promotion required, would be appointed for the reason, as someone said, that the collar fitted his neck best, and therefore he was appointed. Now, you said that yesterday, didn't you?—A. Well, I do not recollect having made that statement that you make now.

Q. I do not want to be unfair to you and make a statement that you did not make. But what I understood you to say was, if there was an appointment, one of the higher appointments in the department, one of the deputy ministers there in connection with the civil service would frame the advertisement in such a way with regard to the qualifications that it would only fit one man. Am I right? Is that the impression you wanted to give?—A. I am sorry, sir, I did not mean that. I did not say in connection with the Civil Service Commission. The requisition would be sent to us. Well, these are the facts really. Sometimes the requisition would be sent to the commission with special qualifications required, that would fit only one man or a few candidates.

Q. Quite.—A. That would eliminate all the rest, and, I think—

Q. Just before you go any further. When that came from the department that would go to the commission from the deputy minister?—A. To the organization branch.

Q. Yes.—A. To the organization branch.

Q. And there is no doubt that the one man in the department that the deputy minister wanted to be appointed would be appointed because of these requirements?—A. Not always.

Q. Not always?—A. No.

Q. Do you care, Mr. Potvin, to give the instance, if you have any instance in your mind, where you know that a man had received a higher appointment simply because he had the qualifications which were asked for by the deputy minister?—A. You mean by promotion?

Q. By promotion or otherwise.—A. They received the assignment on account of special qualifications required?

Q. Yes.—A. Yes, I know.

Q. You know what I mean.

Mr. FOURNIER: Librarians.

By Mr. Glen:

Q. Suppose a man was employed there as a temporary clerk and the deputy minister wanted that man to be appointed permanently?—A. Yes.

Q. And he made a requisition to the organization branch that they wanted a particular man and named the qualifications that he must have. Is not that in effect the deputy minister appointing his own man? Take your time to answer that question.—A. To become permanent?

Q. Yes.—A. Well, we cannot—first of all several conditions have got to be met.

Q. I know all about the probationary period.—A. Besides that, the quota. According to the order in council which has been passed, we cannot make a man permanent unless there are so many permanents on the staff—in some cases it is 20 per cent or 10 per cent.

Q. Suppose there was a man temporarily employed in a department, or there is a promotion, and the deputy minister is concerned that one man should get the appointment; can he so arrange that the qualifications which are sent to the Civil Service Commission to advertise will fit that one man only, and that collar will go around his head alone?—A. He can fix it.

Q. Have you a man in a specific concrete instance where you are satisfied that was done?—A. Yes, I have. I can name an appointment.

Q. You know that?—A. I will give this instance. A man, for instance, was employed as a labourer in one department. He was sent overseas and studied in England and then in Germany, studied the bakery system. Then he came back. It was recommended that the position should be advertised and that among the special qualifications a course of studies in England and on the continent should be required.

Q. There is no doubt somebody was going to get the appointment. Was he appointed?—A. I do not believe he was. I strongly objected to that.

Mr. BLAND: May I give a word of information?

Mr. GLEN: Just take a note of it for the moment.

By Mr. Fournier:

Q. Who paid to send him to England and Germany?—A. I could not say.

Q. Was it not the government?—A. Of course, the public—

Q. You know he did not have the means himself?—A. I do not know—

Q. —to study in England and Germany, and he was a labourer?—A. I do not know the man at all.

By Mr. Glen:

Q. That appointment was made, and he got it?—A. I do not believe it was made, but he was recommended.

Q. Oh, I see. What I am asking you is not about something that has not been done but about something that has been done. Have you in mind now instances where that form of appointment can be made by the deputy minister which, in a sense, takes away from the powers and jurisdiction of the Civil Service Commission—have you cases in mind?—A. There is a tentative effort being made sometimes which we could suggest, Mr. Glen.

Q. What I am asking you, is, have you any specific, concrete instances where that has actually happened to your knowledge?—A. I could not say offhand. The file would show. I do not recollect any special case.

By Mr. Boulanger:

Q. Do you recollect the requisition of the Department of Agriculture for the appointment of a marketing investigator in Montreal? A man was recommended under a requisition and as special qualifications they required knowledge of Italian and Hebrew?—A. Yes, I do recollect that.

The CHAIRMAN: I have it here, Mr. Potvin.

The WITNESS: But I do not believe the appointment was made.

By Mr. Boulanger:

Q. The recommendation was made?—A. Yes. I have a case in mind—the case of a librarian—where the basic qualifications were changed and were made to read, “university graduation” although our general classification was asking only for high school graduation. We have departmental library grades 1, 2 and 3, and it was only in grade 3 that such university graduation was required; but in order to limit the competition only to a few the department insisted on having higher qualifications for that grade.

By Mr. Fournier:

Q. In grade 1?—A. Yes, in grade 1.

By Mr. Glen:

Q. And there was one candidate who had those qualifications; is that the point?—A. There were several, but there were some other candidates who had

[Mr. A. Potvin.]

followed what they call in the province of Quebec the academic course which is equal to the combined teachers' course in Manitoba and who had followed a library training course at McGill university, and they were eliminated.

Q. Would it be fair to say to you that in your own knowledge now you are satisfied that such things can happen in the service?—A. Yes—not very often, but sometimes.

Q. In order to prevent these things happening, what is your suggestion to the committee?—A. My suggestion would be that our general classification be followed as strictly, as rigidly as possible, always, and that no change should be made in the requisition sent to the commission from the department unless sufficient reasons are shown, and in that case we would submit a special report to the Treasury Board.

Q. Quite. Now, you have submitted a statement here of your idea as to what should constitute an appeal board, and you take exception mostly I notice..

Mr. TOMLINSON: Have you any of those statements?

The WITNESS: I have only three.

By Mr. Glen:

Q. You take exception mostly to the appointment of one of the employees on that board of appeal?—A. Not because he is an employee, but because I am afraid the choice of that employee will not be as free as it should be.

Q. Supposing the appointment of the employee was from the employees themselves?—A. Yes.

Q. Who need not necessarily be identified or connected with one department, but all departments?—A. All departments instead of one?

Q. Yes. In that appeal board, as I understand it—this appeal board would sit not simply for the agricultural department or any single one, but for all the civil service employees?—A. That would not be so bad.

Q. Why would there be an objection to the employee being a member of the board? Whom does it concern most if not the employee?—A. That would not be so bad. That was not the suggestion I made. The suggestion made was an employee—

Q. Mr. Mulock says it concerns the taxpayers; but it certainly concerns the employees that a proper rating should be given. Why would there be any objection to an employee being a member of the board of appeal?—A. I would rather suggest that they have—there would be several boards of appeal and that man would be very busy.

Q. It is not one man; it is a board.—A. You mean one representative only by the employees—the clerks?

Q. You just suggest that two members of the Civil Service Commission should be on that appeal board?—A. Yes.

Q. But you eliminate altogether the employees themselves who are anxious to see that a proper rating is given?—A. No, because, Mr. Glen—because the other rating officials would be employees of the department.

Q. They would be employees?—A. Yes.

Q. The rating officials would be employees?—A. Yes.

Q. And, therefore, they would be conversant with the employees' case?—A. Yes.

Q. What objection would there be to have the board appointed which would sit there in order to make the ratings for all the employees in the different departments each year?—A. That would be a general system. I did not study that scheme. That would be a general system established—I have in mind a system which already exists.

Q. Perhaps you had better read your memo on this system to the committee?—A. The system of promotions being made by ratings from the officials of the departments has been the subject of many complaints in recent years. The commission has endeavoured to find some means of improving that system. It has been suggested that a Board of Review or an Appeal Board be established, consisting of an employee not an applicant who could be elected by his fellow employees of the department as their promotion representative, an official of the department named by the deputy head and a representative of the Civil Service Commission.

My reasons for holding a different view on this suggestion are the following:—

1. The election of a representative of the employees would very likely cause discord and dissention among the employees of the staff, who, in my opinion, should work harmoniously and with a loyal sense of co-operation in order to carry out the public policy of the department.
2. It would tend to create factions, and it is to be feared that in choosing a representative, the departmental employees, in many cases, would not be as free as they should be.
3. It would lead to the strengthening or to the establishment, in some departments, of a dictatorial nucleus which would eventually have a complete control of the staff.
4. It would, in my opinion, lessen the power of a minister over the administrative staff of his department and transfer such influence to a departmental bureaucracy.

I cannot escape the conviction that the system offered would not improve the situation and that it might open wide the door to abuses.

Instead of the suggested scheme, I would submit the following tentative system: At least four rating officials should sign both sheets of the rating forms on efficiency and personal fitness, two of them being representatives of the Civil Service Commission. Sometimes technical members may also be added to the rating board. That rating board would have the power to send for the candidates, if they deem it necessary, and to submit them to an oral test. The standing committee of the House of civil service matters or a sub-committee, appointed by that committee, could scrutinize the ratings given if they judge that complaints received should be taken into consideration.

By Mr. Boulanger:

Q. May I take up that case which I mentioned a few moments ago, Mr. Potvin—you have the file—will you read the requisition from the Department of Agriculture and also read the special definition of classification?—A. March 2nd, 1938; special investigator of market, Department of Agriculture, Dairy Products Division, Montreal, province of Quebec; minimum salary rate \$1,620; date appointee should report for duty "As soon as possible"; and he should "report to the representative of the Associated Director of Marketing Services, Dairy Products, 165 Common street, Montreal, A. F. Oggier who is now performing this work as a special investigator and paid at a daily rate recommended for employment in above position. Please find attached copy of letter from Mr. Singleton, dated the 23rd instant, also copy of memorandum explaining the need for this position, and a copy of the proposed advertisement. Please return report to Treasury Board duly approved." This is signed by the Assistant Deputy Minister of Agriculture and countersigned by Mr. Wilson for Comptroller of the Treasury.

[Mr. A. Potvin.]

Q. Will you read the special definition of classification also, and Mr. Singleton's letter?—A. "Memorandum *re* necessity for appointing a special investigator at Montreal.

For a number of years it has been thought that considerable quantities of illegal dairy products have been manufactured and offered for sale in Montreal and vicinity. These illegal dairy products not only include butter which is low in fat or high in moisture content, but also butter containing foreign fats such as cocoanut oil, etc. At the present time there is a case under consideration where the manufacturer has incorporated from 25 to 35 per cent of cocoanut oil in creamery butter, which butter was peddled by him from door to door. When butter is adulterated it does not usually go through the regular trade channels but is handled by jobbers of different nationalities, generally direct to consumers or institutions. We feel it is necessary, therefore, to have a special investigator who has a thorough knowledge of several languages, also natural ability and training to trace such illegal dairy products to their source."

Mr. BOULANGER: That is Mr. Singleton. Will you read the definition of class? It is the last paper in the file.

The CHAIRMAN: Here is Mr. Singleton's letter that you mentioned before.

The WITNESS: Yes. It reads as follows:—

Dr. H. BARTON,
Deputy Minister of Agriculture,
Ottawa, Ontario.

DEAR MR. BARTON,—I give you herewith two copies of a proposed definition of class, qualifications and compensation for a special investigator of marketing. This has been shown to Mr. Geo. T. Jackson of the Civil Service Commission, who considers that it should be satisfactory. You will note that in the definition of class it is stated that the incumbent is "to be responsible under the director of marketing. . . ." This seems to be the proper procedure since while the incumbent will probably be utilized mostly in connection with enforcement of the Dairy Industry Act and regulations he will in all probability be used from time to time in connection with other matters.

I am,

Yours very truly,

J. F. SINGLETON.

Here is another one.

Mr. BOULANGER: I want to show that they required Italian and Hebrew. That is the last page—the definition. There it is—a special definition of class.

The WITNESS: I think that was sent by Mr. Singleton also.

Mr. BOULANGER: He says so in his letter.

The WITNESS: Do you want me to read the definition of "class"?

Mr. BOULANGER: Yes.

The WITNESS: It is as follows:—

To be responsible under the director of marketing for the enforcement of legislation administered by—

The CHAIRMAN: No, there is the qualifications.

The WITNESS: Qualifications:—

Education equivalent to high school graduation; ability to speak fluently, to read and write English and French; preferably to converse in Italian and Hebrew; extensive training and experience in investigational work; a knowledge of what constitutes evidence and court procedure;

familiarity with the laws and regulations administered by the Department of Agriculture governing the manufacture, processing and sale of different agricultural commodities; administrative ability; tact, firmness, shrewness and discretion; good address.

By Mr. Boulanger:

Q. Is it not your knowledge that Hebrew is a dead language—just as dead as Latin?—A. I think the Jews talk in Yiddish.

Q. The Jews do not talk Jewish; they talk Yiddish, which is a German dialect.

The CHAIRMAN: Only the rabbis know Hebrew; and the cantors speak in Hebrew, but do not understand that language most of the time.

Mr. DEACHMAN: Is not Yiddish what is meant?

The CHAIRMAN: Well, it is Hebrew there; and Hebrew is different from Yiddish, just the same as old Greek is different from modern Greek. But will you read all your observations on the file?

The WITNESS: I discovered here I had put on the file that Italians and Hebrews in Montreal—I put between brackets “and preferably ability to converse in Italian and Hebrew” and then this: “All Italians and Hebrews in Montreal speak either English or French, so I fail to see why this preference.”

By Mr. Boulanger:

Q. Was Mr. Oggier—I do not know how it is pronounced—the one who got the appointment? Did the man recommended by the department get the appointment?—A. No, not yet. He has not been appointed yet. Now, there is another note here which I put on file.

By Mr. Tomlinson:

Q. You had better read it.—A. It is funny that I put that on the file because—

Q. We had better have it.—A. It may be that this was not on file before, because I have put here: “I do not find on this file any letter from the department mentioning what the language requirements are for this position.”

By Mr. Jean:

Q. What date was that?—A. That was March 26th. The other is not dated, I do not think. Yes, the other is dated, 26th April, 1938. So this remark was placed on there before the other letters were put on file.

By the Chairman:

Q. Did the commission change Hebrew into Yiddish for the qualification?

Mr. SPENCE: Nobody understands it anyway.

By the Chairman:

Q. You do not remember, Mr. Potvin—A. No; but I could make that out, I suppose, by the file.

By Mr. Jean:

Q. Did Oggier have any knowledge of Italian and Yiddish?—A. I could not say, because the examination has not taken place yet. I see here on the 28th of April:—

Inspector of Dairy Products (Special Investigator of Marketing), Montreal.

The requisition of the department on file, signed by the Assistant Deputy Minister, refers to a copy of a letter from Mr. Singleton, a copy of a memorandum explaining the need for the position, and a copy of the

[Mr. A. Potvin.]

proposed advertisement. This advertisement included the language qualifications referred to. I think, however, that as the amendment to Section 20 has been passed since the department's requisition was sent to us, the regular certificate under Section 20 should now be secured from the department.

That is signed by Mr. Bland and Mr. Stitt. I added there, "I do not believe however that such certificate should bind the commission."

Mr. BROOKS: I wonder if I might ask the witness a question, Mr. Chairman?

The CHAIRMAN: Yes.

By Mr. Brooks:

Q. Was it not the intention to have this appointee go from house to house where he suspected that this illegal butter was being sold?—A. That is what this letter from Mr. Singleton says.

Q. Well, as much from house to house as from store to store?—A. From one jobber to the other.

Q. It states in the letter, I think.—A. Yes. It states: "... but is handled by jobbers of different nationalities, generally direct to consumers or institutions.

Q. To the consumer, yes; that is the point. Someone was taking advantage of the foreign population in the city of Montreal, as I understand it, among the Italians and the Jews, by selling butter which was adulterated; and the department wished a man who was not only conversant with French and English but also conversant with Yiddish, I presume they meant, and Italian, to follow this matter up and investigate it among these people in Montreal. Is not that the case, Mr. Potvin?—A. That is what is right here.

Mr. FOURNIER: That would appear in the description of the duties of the man.

Mr. BROOKS: Yes.

Mr. FOURNIER: Read us the duties, Mr. Potvin.

Mr. BROOKS: I can see the point of asking for this.

The WITNESS: Definition of class:

Under the director of agricultural marketing services, to be responsible for investigating and reporting upon the enforcement of legislation administered by the Department of Agriculture governing the manufacture, processing and sale of different agricultural commodities; to advise regarding prosecutions on account of violations of legislation administered by the department; to do incidental clerical work and carry on correspondence; and to do other related work as required.

By Mr. Brooks:

Q. Mr. Potvin, do you say that the Italian and Jewish population in Montreal all speak French and English?—A. One or the other, yes.

Q. Do you know that for an absolute fact?—A. Yes.

Mr. JEAN: I can tell you that.

The WITNESS: I believe if you ask the Montreal people they will tell you the same thing. But here is what I noticed, and what is of interest to the committee, I think. The memorandum sent to Mr. Barton is dated 28th February, 1938. That was sent by Mr. Singleton, February 23rd, 1938. That is funny.

By Mr. Fournier:

Q. How do you explain—A. But that was not on file when I wrote those remarks. They were put on file afterwards, because they were not received at the commission until after the 26th of April.

Q. How do you explain why they put in those qualifications? Was it that they had in mind a certain gentleman who was applying for the position?—A. Yes, because they recommended Oggier.

Mr. BOULANGER: His name is recommended in the requisition.

By Mr. Fournier:

Q. They had this man Oggier?—A. Yes.

Q. Does the commission know if he speaks Yiddish and Italian?—A. No. We have not held the examination yet.

By the Chairman:

Q. They were recommending him and asking for a competition?—A. Yes.

Q. But they were recommending him before, and at the same time they were asking for a competitor?

By Mr. Fournier:

Q. And he was employed temporarily?—A. Wait a minute, I would not go that far. Auger was in the department performing this work as special investigator and he was paid at a daily rate, and recommended for appointment.

Q. He is a temporary appointee of the department?—A. Yes.

Q. Doing the work?—A. Yes.

Q. Did you receive many applications for that position?—A. I could not say. I have not seen them. The applications do not come to me. He has to be paid at the prevailing rate; that is, as a labourer.

By Mr. Boulanger:

Q. Before you leave that; who prepared the special definition of qualifications?—A. Mr. Singleton, in consultation with Mr. Jackson.

Q. What is Mr. Jackson?—A. He is an investigator.

Mr. FOURNIER: Who is Singleton?

Mr. BOULANGER: The chief in a branch in a department.

The CHAIRMAN: He is the dairy commissioner.

The WITNESS: There is nothing here to show that Mr. Jackson had actually been consulted because Singleton says so.

Q. Because Mr. Singleton says so?—A. Yes.

Mr. BOULANGER: I only mention that because it has a bearing on what I referred to yesterday with reference to these documents and the initials D. P. H.—standing for the Department of Public Health—which were taken for Doctor of Philosophy.

By Mr. Boulanger:

Q. Does that happen often here; that the department in making a requisition recommends a man?—A. No, not very often. Sometimes they do.

Q. Sometimes they do; and, which of the departments do it most frequently?—A. The Department of Agriculture I think is one.

By Mr. Fournier:

Q. Is it to your knowledge that some of the examiners on your staff rely on the reports and ratings of officials of departments to make their own reports for appointments?—A. I would not say that, I have no evidence; but it looks like it sometimes. They have to take their information from somewhere.

Q. Yes, but the examiners generally—I won't use the word generally—sometimes take the reports of the officials of the departments, and sign their reports according to the department reports?—A. Sometimes they do. They take qualifications as outlined.

[Mr. A. Potvin.]

Q. As Mr. Jackson did in that case?—A. Yes.

Q. Will you just listen to this, this is signed by the gentleman who is now the chief examiner—this was signed before he became chief examiner, when he made the report he was only an examiner and he got his promotion afterwards—and he states here; a question might arise as to whether an examiner was justified in permitting the results of an investigation made by the post office inspector on his own account to influence a rating, but in this case it should be noted that in view of the fact that Beauharnois is largely a French community the examiner had been largely dependent upon Mr. Minard in conducting the investigation among the French-speaking inhabitants. This examiner reports that he took Minard's version of the examination; although he thinks that Mr. Dorin is the better qualified he appointed the other party. Did you see this file on the Beauharnois post office?—A. I do not think I consulted it. That happened before I was appointed.

Q. But this report was signed in 1937. The postmaster required was supposed to be bilingual and you send Mr. Nelson, the examiner in chief?—A. Yes, I think I did see it.

Q. Do you know whether or not Mr. Nelson speaks French?—A. He knows a little French but he does not speak it; at least, he never speaks to me in French.

Q. You have had this file before you lately?—A. Not lately, no.

The CHAIRMAN: About Mr. Nelson; I will tell you, gentlemen, that he is a fair man.

Mr. FOURNIER: I am not asking about his fairness.

The CHAIRMAN: No, I am merely telling you that for your information.

By Mr. Fournier:

Q. He felt that Mr. Dorin would have been recommended for appointment; had it not been that my rating was affected by a subsequent report made on Mr. Minard; and consequently the fact that if it is considered that a strict interpretation of the requirements as to bilingualism—that is the point at issue—that this man made a rating qualifying Mr. Dorin for a position and later on he took in the report from the post office official and changed his view without making any further investigation. To your knowledge does this happen in the commission?—A. Not very often, but it can happen. If one aspect of the question has been forgotten or overlooked and the rating is given. Oftentimes we receive further information with regard to a candidate that we would—

Q. In the same file here, it would appear that the post office inspector, in making his inquiries and forming his independent opinions, was influenced by a predetermined decision, possibly due to advice received that this was the more suitable candidate for the position—predetermined decision—second, the Civil Service Commission examiner was rather easily persuaded to the advice and opinions expressed by the post office inspector.—A. To give you the exact—

Q. I want to find out if this examiner was of any use in the department, in the commission; that is all I want to find out?—A. If they are influenced by the department; that is what we want to find out.

By Mr. Boulanger:

Q. Now, Mr. Potvin, would you say that Mr. Nelson was a competent man to examine these candidates if he could not converse with them?—A. I believe I should say no, in this regard.

By Mr. Fournier:

Q. Don't you believe that this man Nelson could not make a report because he did not know French and consequently could not conduct examinations with candidates who only spoke French?—A. I would believe it if he could not.

Q. Do you know other files?—this is one file, I think I have others—where the examiners follow the department's decisions for appointments?—A. For advertising the position; but I would not say that they always follow the officials' opinion, the opinion of the officials of the department; I would not say that because we have always—in filling new positions we have returned men applying, for instance.

Q. They scratched off all the returned men and appointed a spinster in this case?—A. I do not know the case. I know I have seen that file before, but I do not remember all the particulars.

Q. Do you believe that the commission should send out an examiner who cannot speak the language of the applicant?—A. I believe that should not be so, and I do not believe they do it at the present time.

By Mr. Boulanger:

Q. Were you one of those who promoted this Mr. Nelson to examiner in chief? If the examiner were conducting an examination for a bilingual position it would not be of much use to all concerned if he were not bilingual; in order to do the work properly he would have to be able to speak both French and English—

Mr. FOURNIER: The postmistress at this point does not speak English.

Mr. BOULANGER: Does not the advertisement call for the appointment of a bilingual person?

Mr. FOURNIER: Certainly, it says bilingual.

Mr. BOULANGER: The candidates would have to be able to speak either language, French or English; and I for one think that the examiners should also be bilingual so that they would be able to converse with them.

By Mr. Fournier:

Q. How could the examiner who was not able to speak French at all conduct an examination with respect to a bilingual appointment?—A. That is what I say.

Q. I want to know whether it is the department who has the greater influence in the appointment and ratings, or the examiners of the commission?—A. They act as representatives of the department on these ratings and the boards at the oral examinations. Now, I am not fair. You have to ask those who go out—

Q. What is the use of sending out a man and spending our money; what is the use of sending out one of your examiners to make an examination if he is going to take the report of the departmental official?—A. I am quite in agreement with that in that regard, and I believe I could voice also the sentiment of my colleagues in that regard. Our endeavour, especially in recent months, has been to try to satisfy as much as possible public opinion in that regard.

By Mr. MacInnis:

Q. Do you think the examiner should disregard any information from the department in making an appointment?—A. Oh, no, I did not say that; because oftentimes special qualifications are essential.

By Mr. Boulanger:

Q. In a general way is it not a fact that the man representing the department on the advisory examining board is about the only one who knows anything about the job concerned?—A. Oftentimes—

Q. And that the two examiners, the one from the commission, and the one from the legion, are simply yes men, and they follow what the department

[Mr. A. Potvin.]

man says?—A. Of course, the departmental representative is supposed to know all about the duties of the position, about the actual work to be performed, and that in certain cases might be taken into consideration by the two other examiners. But I would not say that our representative has no say at all in the matter.

By the Chairman:

Q. Mr. Potvin, coming back to the Herman file, will you please tell the committee who were the four candidates who were ahead of the others.—A. Herman, Trudel, Jones and Landerkin.

Q. We know about Herman and Trudel; will you please read the qualifications of Jones and Landerkin?—A. Jones, A. H. Ottawa, Ontario, age 28.

Education.—B.S.A. (Honours) O.A.C., Guelph, 1932, specializing in bacteriology. Is now taking extra-mural studies leading to M.A. degree, Department of Biology, U. of Toronto.

Experience.—Prior to 1933 in various clerical positions. Since 1932 employed as assistant bacteriologist, Department of Agriculture, Central Experimental Farm. Reference from Dr. Lockhead, Dominion agricultural bacteriologist. (See application for further information.)

Q. Now Landerkin?—A. Landerkin, G. B. Temporary address, Wisconsin, U.S.A. Age 25.

Education.—1933, B.S.A., Guelph—Bacteriology—Specializing in animal and plant pathology and dairy bacteriology.

Experience.—Worked one summer under Dr. A. G. Lockhead, Dominion Agricultural bacteriologist as student-labourer, Experimental Farm, Ottawa. Letter 16-10-36 states "At present I am classified as graduate assitant, Grade 5, Department of Agriculture, Experimental Farms Branch, Ottawa on temporary leave of absence for a period of post graduate study in bacteriology at the University of Wisconsin, U.S.A., etc."

Q. He was a young American?—A. Yes.

Q. Will you please read what was said of T. E. L. George by the examining board?—A. "Insufficient experience."

Q. Will you now please read his qualifications?—A. George, T. E. L., Toronto, Ontario, age 26.

Education.—B.S.A., O.A.C., Guelph, May, 1934, specializing in bacteriology.

Experience.—June, 1934, to August, 1934, volunteer worker in the laboratory division, Ontario Department of Public Health. August to December, 1934, temporary work in the accurate laboratory, London, Ont. December, 1934, with the J. F. Harty Co., Pharmaceutical Manufacturers and still employed. Six months in drug department and since August, 1935, assistant to Dr. K. A. Roberts, B.Sc., M.D.C.M., Director of the Biological laboratory, making and dispensing sterile solutions, etc., extracting and preparing calves' spleen; keeping stock cultures and preparing vaccines; preparing special bacteriological media for resale, etc. References from Dr. Roberts.

Q. And now Fortier?—A. Fortier, J. L., St. Francois de Sales, P.Q., age 35.

Q. Just a minute. Will you please read what was said of him?—A. "No major specialization in bacteriology."

Q. This appears in the report of the examiners. Please read the whole thing. You have mentioned that he was 35 years of age and lived at St. Francois de Sales, P.Q. Please read what was said about his education and experience.—A. Fortier, J. L., St. Francois de Sales, P.Q., age 35.

Education.—Degree of chemical engineer, Montreal University, 1924.

Experience.—1925-1929 employed as chemist and analyst in the material testing laboratory of the city of Montreal. Duties included inspecting and testing materials for road construction—aspalt, concrete, cement, tars, sands, etc. Has analysed oils, paints, varnishes, shellacs, etc. Spring 1929 employed by J. J. Foubert Dairy Ltd. in charge of industrial laboratory testing milk, cream, butter and other milk products. In charge of pasteurization. Work necessitated physical, organic and microbiological examinations. Is still employed by this firm.

Q. He has been employed there for several years since the spring of 1929?
A. Yes.

Q. And it is said of him that he had no major specialization in bacteriology?
—A. Yes.

Q. That is what is said in the examiner's report. Will you please read the qualifications of Herman who has been appointed?—A. Herman, L. G., New Hamburg, Ontario, age 25.

Education.—B.S.A. O.A.C. Guelph, June, 1934, specializing in bacteriology. One year post-graduate course Toronto, D.P.H. in Bacteriology.

Experience.—September, 1934-March, 1935, in Hamilton poultry laboratory in charge of all work, passed over 60,000 samples of fowl blood for detection of carriers of Pullorum disease. References attached.

Q. Now that you have read that, Mr. Potvin, do you not think that George and Fortier were just as well qualified as Herman?—A. I believe so.

Q. It does not take long to see that?—A. It depends on the qualifications required in the advertisement, of course.

Q. What were the qualifications required in the advertisement? Was there anything about the examination of 60,000 samples of fowl blood being tested in six months at a rate of 300 per day including Sundays?—A. Qualifications: graduation from a university of recognized standing with major specialization in bacteriology; minor specialization in physical chemistry is preferred, together with a good knowledge of physics and mathematics, with at least one year of post-graduate practical laboratory experience; research ability and good address. While no definite age limit has been set for this competition, age may be a determining factor in making a selection.

By Mr. Boulanger:

Q. Have you the departmental requisition? Did they recommend any man in their requisition?—A. No, they did not. Education is outlined as follows: Qualifications, graduation from a university of recognized standing—that is what I read a few minutes ago. That came from the department.

By Mr. Brooks:

Q. Mr. Potvin, experience over a number of years would hardly qualify a man for a position in the agricultural department?—A. This was in the pensions and national health department.

By the Chairman:

Q. Yes, but since the spring of 1929 he was engaged by the Joubert Dairy in Montreal, the largest milk dealers in the pasteurization of milk. He had all the qualifications required, notwithstanding the fact that he worked on this for some years.

Mr. BROOKS: Except that I think the qualifications say he must be a graduate of a university.

Mr. JEAN: He was.

The CHAIRMAN: He was.

[Mr. A. Potvin.]

Mr. BROOKS: And that he also must have taken a course in bacteriology.

The CHAIRMAN: He did.

The WITNESS: Education, degree of chemical engineer.

The CHAIRMAN: You know very well that bacteriology goes with the pasteurization of milk. He was a chemical engineer, from the Montreal University, 1924. He was employed as a chemist and analyst in the material testing laboratory of the city of Montreal. Duties including inspecting and testing materials for road construction—aspalt, concrete, cement, etc. Has analysed oils, paints, varnishes, shellacs, etc. Since the spring of 1929 he was employed by J. J. Joubert Dairy, Ltd. in charge of industrial laboratory, testing milk, cream, butter and other milk products.

By Mr. McNiven:

Q. What is the age?—A. What is the age?

The CHAIRMAN: The age was 35 then. He was 35 and he graduated at 21.

By the Chairman:

Q. Now, Mr. Potvin, do not you think this man deserved some consideration? George is good.—A. Yes.

Q. Read it.

Mr. SPENCE: Are you through with this subject now?

The CHAIRMAN: Mr. Potvin is reading the file now in order to answer.

The WITNESS: It looks as if the work of Mr. George had been first of all in the biological laboratory, making and dispensing sterile solutions, etc., extracting and preparing calves' spleen, keeping stock culture and preparing vaccine; preparing special bacteriological media for resale, etc. Of course, I am not a specialist in that. Dr. Laidlaw was. It strikes me as if that man's case should have been more thoroughly investigated really.

The CHAIRMAN: Yes, it takes only a few minutes.

The WITNESS: And Marier also, especially Marier.

By the Chairman:

Q. It takes only a few minutes to go through this regime of competence. It only takes a few minutes and it is easy to check if the report of the examiners is fair or not. It seems that the fellows that they put up there, Hermon, Jones, Landarkin and the others were just young boys, and the other men, George and Marier were more serious men and more competent men, according to the qualifications asked for. What I do not understand is why George and Marier are left out. All these men are better than Hermon. No one can put it into my head that any one man could make 300 tests a day.

Mr. DEACHMAN: Do you know what the nature of the tests was? Are you familiar with that? Do you know what the nature of the tests was?

The CHAIRMAN: I know enough to know that one man could not do that in one day.

Mr. DEACHMAN: It is a very simple test, it might have been prepared by others and he might simply have to check on the test.

The CHAIRMAN: It takes a long time to sign 300 letters.

Mr. SPENCE: Taking a blood test on chickens.

The CHAIRMAN: It takes a long time to sign 300 letters.

Mr. DEACHMAN: To get definite information we have to know exactly what he did.

The WITNESS: I do not think we know the circumstances at all.

By Mr. Tomlinson:

Q. Were you on the commission when that file was being dealt with?—A. Yes, I was, and I was then under the impression that Dr. Trudel was the outstanding candidate.

Q. Did you make any objection?—A. Yes, I did.

By the Chairman:

Q. For Trudel only?—A. For Trudel only, yes. They had only one position to fill. If they wanted afterwards to assign one of these I would have studied more the whole case.

By Mr. Tomlinson:

Q. You just said a minute ago that according to your information it should have been further investigated. Did you insist upon that?—A. Not on our part, but on the part of the examiners. I quite understand their situation. There was only one position to fill and they were satisfied that these were the two best men, these were the four—

By the Chairman:

Q. Who were satisfied?—A. The members of the board, who are Dr. Laidlaw, Mr. Perrault, Dr. Newton, Dr. Harris and Colonel Kemmis.

By Mr. Tomlinson:

Q. Are these examiners under your control?—A. Not all of them.

Q. Not all of them?—A. No. Dr. Laidlaw, Dr. Newton and Dr. Harris were supposed to be the technical members that are representatives of the department.

By the Chairman:

Q. What was the proportion, Mr. Potvin, between them, the members of the commission and the outside members?—A. Two and three.

Q. Two for the commission and three from the outside?—A. Yes.

By Mr. Tomlinson:

Q. Why did you require five?—A. Because this was considered a technical position.

Q. Would not one technical man have been enough instead of having three?—A. Wait just a moment now, I will find out what it says about that. Here is the recommendation from Mr. Kemmis:—

May the following advisory board be approved for the purpose of rating the education and the experience of candidates in this competition: professional members, Dr. J. H. Laidlaw, 295 Cooper street, and Dr. R. Newton, director of the division of biology and agriculture, National Research Council; representative of the department—

That was Dr. Harris, I suppose, because he acted. So we had three technical members, Dr. Laidlaw, Dr. Newton and Dr. Harris; Mr. A. C. Kemmis and Mr. Perrault—

By Mr. McNiven:

Q. Dr. Newton is of the National Research Council?—A. Yes. Mr. Herwig of the Canadian Legion was one of the representatives, and then Mr. Kemmis and Mr. Perrault.

[Mr. A. Potvin.]

By Mr. Tomlinson:

Q. You are not partially acquainted with that whole file, are you?—A. Yes, I studied it when I had some complaint about the choice that had been made; but these three technical members were—

Q. You did not study it before?—A. You mean when the—

Q. Before you had complained you did not study it?—A. I think I studied the report.

Q. You just said a minute ago you studied it after?—A. More especially I went all through the file then. We did not have time to go all through the files; in a day about 200 come before us.

By Mr. MacInnis:

Q. Mr. Potvin, do you think there could be a genuine difference of opinion as to which was the best qualified, no matter which one was appointed?—A. I think Dr. Trudel was the outstanding candidate.

By Mr. McNiven:

Q. From your perusal of the file, is there anything unfair?—A. Well, I would not say that.

Q. There may be an error of judgment?—A. Yes, that is how I would put it.

Q. No skullduggery?—A. We had two doctors, highly technical members, Dr. Laidlaw is known, I believe, all over Canada, and Dr. Newton also.

By Mr. Fournier:

Q. And Dr. Harris also.—A. And Dr. Harris also. I am not a technical man.

By Mr. Tomlinson:

Q. In other words, you would say you relied on their judgment?—A. That is correct.

By the Chairman:

Q. Your pressure of work prevented you from reading the report entirely. You said something on that, on the qualifications of the candidates.—A. The qualifications of the candidates?

Q. Yes.—A. We do not go all through them every time.

Q. In fact, it is the first time you have read it, this morning?—A. Some of it, yes.

By Mr. Boulanger:

Q. Could the examiners have been impressed by the letters D.P.H. after Herman's name? Could that have impressed the examiners?—A. I believe so, because that is the objection I took to the whole thing. He was called a doctor, although he was not.

By Mr. Brooks:

Q. Was he understood as a doctor by Dr. Laidlaw and Dr. Harris and these men?—A. It is not mentioned there, it is only after that—

Q. Would you think that Dr. Harris and Dr. Laidlaw would make a mistake like that in regard to D.P.H. and think he was a doctor?—A. That is an expression of opinion which is rather delicate to make.

By Mr. Tomlinson:

Q. What do you mean by being "delicate"?

By Hon. Mr. Stewart:

Q. Was it not later that the name "doctor" in connection with this gentleman appeared on the file?—A. Yes, it is later.

Q. After the examination of these three men?—A. Yes.

Mr. FOURNIER: Let us have Mr. Stitt at the next meeting.

The CHAIRMAN: Mr. Mulock has another question to ask.

Mr. MULOCK: I will ask it of one of the other commissioners, Mr. Bland or Mr. Stitt.

Mr. SPENCE: I want to say a word, if I may, in connection with the last subject we have had up.

You very hurriedly jump from one thing to another and people as dumb as myself sometimes do not know what you are doing. With regard to the qualifications asked for in connection with the job—in connection with mixing of butter and deceiving of the public where the public should be protected, do you think that \$1,600 is a sufficient salary to offer for a position of that kind? Don't you think that a man of this kind should have a business training and be tactful and be able to judge the people as he sees them and meets them? In connection with a job of this kind, educational qualifications are not always the best, you know. You could take a man who had been working along those lines of business and had had a good training and probably was getting dissatisfied with his job, and give him some inducement by offering some salary and moving him from one place to another. A man like that would be worth more money than \$1,600—a man who was able to talk two or three different languages and look after the mixing of butter, the adulteration of butter or anything of that kind—is it your view that \$1,600 is sufficient for a job of that kind when you offer a salary of that amount and ask a man for the qualifications that he has to have there? I am opposed to the advertisements we get out. With one or two I got yesterday I was disgusted—must be a graduate of a university—must have senior matriculation. At all times we do not get the best in a man with university education or with high school matriculation. There are men who start and train in a business from boyhood and who know these jobs ten times as well, but who never has an opportunity because he cannot pass an examination—never gets an opportunity. I claim the whole thing is bad management.

Mr. FOURNIER: You forget that these qualifications are prepared by university men.

Mr. SPENCE: What do they know about the business world any more than I know about the university. I think there is a place for them too, and for everybody; but I am opposing such small salaries when you expect to have men with qualifications of a trained business man.

The WITNESS: The salary in this position is \$2,040.

Mr. SPENCE: I thought you mentioned \$1,600.

Mr. MACINNIS: That is the other position.

Mr. SPENCE: It is the other position I am speaking of.

The WITNESS: In Montreal?

Mr. SPENCE: Yes, Montreal.

The WITNESS: \$1,620, an investigator.

Mr. SPENCE: You want a man to talk Yiddish and Hebrew and French and English and everything else.

The CHAIRMAN: And Italian.

[Mr. A. Potvin.]

Mr. SPENCE: Yes, Italian too—I forgot about that. I have been dealing with Jews and Italians all my life. I have never talked Yiddish or Hebrew, but I understand most of them and they understand me because I talk to them in my own language.

The CHAIRMAN: Mr. Spence, a good man in the service should be paid as well as you speak.

Mr. SPENCE: Sure.

By Hon. Mr. Stewart:

Q. There is one matter I would like to have Mr. Potvin or some other member of this commission clear up, because I do not think it has been fully stated. I understood Mr. Potvin to state that when he came to the commission there were not any French examiners at all?—A. That is true.

Q. Was that a permanent condition, or was that temporarily due to something exceptional?—A. That was temporary because Mr. Baril, who was the chief French examiner, had his position abolished during the war—I think that the work had decreased—so in order to get his pension he had his position abolished and he went on superannuation. Then Mr. Bourbonnais, the second one, died.

Q. When did he die?—A. He died about a year or two before I came there; and the third one went to jail.

Q. I think there are good reasons for the vacancy. Now, would you be in a position to state what the situation was prior to those vacancies being created, and how many such examiners there were, and what is the system for examining such applicants who speak the French language. I think it is admitted that there should be a fair and proper number of French examiners, or some method should be adopted that could produce the result either by examination in a particular case or by permanent examiners in the department. I think the committee ought to have a complete statement either from you or from the chairman of the commission on the system and on the methods adopted, and the numbers, for the examination of French applicants—those who speak the French language and the English language as well, so that there will be no misunderstanding.—A. I will consult with Mr. Bland, and together we can prepare a statement in that regard.

Q. Showing the whole organization in that respect?—A. Yes.

Q. If there is anything wrong let us correct it. If there is not— —A. Prior to my appointment there was a section of French examiners, a chief and two French examiners, and there was a position of translator, and they received as they did afterwards occasional help from the chief of the French clerical section, and Miss Dumont who was my secretary when I came there has had to attend to work and the correction, I think, of shorthand and typewriting.

By Mr. Fournier:

Q. You might prepare a report also for the organization along the same line.—A. The organization branch, of course—I do not know how many they had, but that man was on when I came there.

By Hon. Mr. Stewart:

Q. How many are there in the organization branch altogether?—A. I will have to consult the clerk.

Q. I do not want you to say offhand. I want a statement regarding this matter to have it cleared up, and to see whether any revision or amendment of the system is necessary in that respect. We want the whole story—every aspect of it.—A. That will be done.

Mr. BLAND: May I say a word, Mr. Stewart? I have prepared for the next meeting a statement showing the staff of the organization branch and the staff of the examination branch with a statement making clear how many are available in the section for French work. I would like to make clear at the same time that in addition to the one French examiner we have three other French employees in the commission assisting in the junior examining work. We have also utilized the services of a bilingual French inspector of schools in Ottawa, the services of bilingual French teachers in Ottawa and the services of bilingual French representatives in the province of Quebec. I quite agree that more French examiners should be on the permanent staff, but the work is not neglected in the meantime.

The CHAIRMAN: There should be no French examiners; they should be bilingual.

The WITNESS: They are really.

The CHAIRMAN: There should not be that distinction between English and French. This is a matter of opinion, and we will talk it over when we come to it.

Mr. BLAND: They should be bilingual, I agree.

The CHAIRMAN: There should be no distinction between English and French; there should be bilingual and English speaking; and then it will be much better if they are working together and the bilingual staff is helping the English staff—working together to a large extent.

By the Chairman:

Q. Now, Mr. Potvin, you have registered your dissent on certain decisions of your brother colleagues quite often, have you not?—A. It may be a little oftener than my colleagues have dissented from me. I do not know.

Q. Did you ever tell them that if you did not come to a satisfactory agreement you would resign from the commission? You never told them that?—A. No.

Mr. FOURNIER: Mr. Chairman, I suggest that at the next meeting we hear from Mr. Stitt, the last commissioner, but not the least. We could question the three commissioners, and if anything happens afterwards we will be able to prepare a report.

Mr. O'NEILL: Is Mr. Potvin not going to be here tomorrow?

The CHAIRMAN: The next meeting will be Tuesday afternoon.

Mr. O'NEILL: Will Mr. Potvin be here?

The CHAIRMAN: If you wish Mr. Potvin to be here he will come.

Mr. O'NEILL: If he is not going to be here there was a question I would like to ask him now.

By Mr. O'Neill:

Q. Yesterday, Mr. Potvin was being examined in connection with—you might term it—expenses for taxis in Montreal. Did I understand you, Mr. Potvin, to say at that time you were in the habit of turning in expense accounts without vouchers?—A. No. Here is the situation, Mr. O'Neill. I was a new man then. I did not know the regulations.

Q. I know; I quite understand that.—A. And I did not put in the vouchers at that time. But now I put in all the vouchers for any expenses over \$2. Those are the regulations, which I ignored at the time; and that is why, not being able to produce the vouchers, I had to reduce the amount of certain items, although the money had been actually paid out.

Q. That is not the question at all.—A. Pardon me.

[Mr. A. Potvin.]

Q. What I wanted to know is this: when a man goes out from the Civil Service Commission, regardless of who he is, and goes to any place as examiner, investigator, or as commissioner, he, of course, has an expense account?—A. Yes.

Q. Does he submit vouchers for all the expenses that he has?—A. Not for all of them; because sometimes that is impossible. You take a taxi for a short run—well, you do not always have vouchers.

Q. If it is only going to be 25 cents, that is a different matter altogether. But if you put in an expense account, you are supposed to submit vouchers, are you not?—A. For expenditures of over \$2.

Mr. SPENCE: I move we adjourn, Mr. Chairman.

The WITNESS: I never spent a week in Montreal—that is, a consecutive week, a whole week in Montreal at a time.

By Mr. Boulanger:

Q. Did you ever spend a week on Sunday in Toronto?

The committee adjourned at 1.05 p.m., to meet again on Tuesday, May 31st, at 4 p.m.

Doc
h
m

CHA XC 2
- 38058

SESSION 1938
HOUSE OF COMMONS



SPECIAL COMMITTEE

ON THE OPERATION OF THE

Canada
CIVIL SERVICE ACT, 193

MINUTES OF PROCEEDINGS AND EVIDENCE

No. 20

TUESDAY, MAY 31, 1938

WITNESSES:

Mr. A. Potvin, Commissioner, Civil Service Commission.

Mr. J. H. Stitt, Commissioner, Civil Service Commission.

MINUTES OF PROCEEDINGS

MAY 31, 1938.

The Special Committee appointed to enquire into the operation of the Civil Service Act met this day at 4.00 o'clock, p.m, Mr. Pouliot, the Chairman, presided.

Members present were,—Messrs.:—Boulanger, Brooks, Cleaver, Deachman, Fournier (*Hull*), Glen, Golding, Green, Hartigan, Jean, Lacroix (*Quebec-Montmorency*), MacNeil, Mulock, O'Neill, Pouliot, Spence, Stewart and Tomlinson.—18.

In Attendance,—

Mr. C. H. Bland, Chairman, Civil Service Commission;

Mr. A. Potvin, Commissioner, Civil Service Commission;

Mr. J. H. Stitt, Commissioner, Civil Service Commission;

Mr. C. V. Putman, Chief of Organization Branch, Civil Service Commission, and

Mr. S. G. Nelson, Examiner, Civil Service Commission.

Mr. A. Potvin was recalled, and was permitted to make the following corrections:—

Page 607, 2nd last line, substitute "Mr. Lelièvre" for "Major Steheln."

Page 613, line 34, after "many" delete the word "French"; line 45, after the word "French" substitute the word "examiners" for the word "commissioners."

Page 614, 8th last line, after the word "think" substitute the word "this" for "the"; 7th last line, delete "at the present time."

Page 657, 10th last line, substitute the word "covered" for the word "concerned"; 9th last line, substitute "eight and one-half days" for "twelve days."

Page 663, line 4, after the word "months" insert "of September, 1934, and March, 1935."

Page 667, line 22, after the word "point" insert the word "since"; line 26, after the word "positions" insert the words "with salaries."

Page 668, line 5, the name "Chausse" should read "Josie" line 33, substitute "would ask" for "was asked."

Page 669, between the 5th and 4th last lines insert "Mr. Glen: What prevents you from doing it?"

Page 670, line 12, after the word "principles" substitute the word "from" for "to"; line 34, the name should read "Laberge."

Page 673, line 13, after the word "council" substitute the words "should it affect the" for the words "because if a"; line 35, after "reports" should read "which are presented to us, which are submitted."

Page 674, line 21, 3rd last word, substitute "decided" for "voted"; line 22, after the word "so" insert "who would have been an opponent of mine when I was selected by the employees."

Page 683, 9th last line, substitute "temporaries" for "permanents."

Mr. Potvin was further examined and retired.

Mr. J. H. Stitt, was called, examined and retired.

The Committee adjourned to meet again Wednesday, June 1, at 11.00 o'clock, a.m.

J. P. DOYLE,
Clerk of the Committee.

MINUTES OF EVIDENCE

HOUSE OF COMMONS, ROOM 268.

May 31, 1938.

The Select Special Committee on the Civil Service Act met at 4 p.m. The chairman, Mr. J. F. Pouliot, presided.

The CHAIRMAN: Gentlemen, we have a quorum. The other day I happened to be out of temper for the first time in my life, and I regret it very much.

Mr. SPENCE: Do not let it happen again.

Mr. MACNEIL: My nerves won't stand for it.

Mr. SPENCE: Let us go on with the business.

The CHAIRMAN: Who is your first witness.

Mr. TOMLINSON: I should like to have Mr. Potvin back for a short time. I want to make a short statement. I hope the committee will bear with me while I do this. I at no time attacked Mr. Foran personally; I wish to make it very definite. I did support the chairman on the attack made by Mr. Foran, or the alleged attack, because of the principle involved therein. A witness attacked the chairman, or as we legal lights say, a judge, and I want to make it very plain now that that is why I took the attitude I did.

Then, Mr. Chairman, throughout the proceedings of this committee certain remarks have been made, and I should like to refer to the proceedings of the civil service committee of 1932. That was a special committee, and I shall read a few extracts which I think will probably clear the air to a certain extent. The first extract I shall read is this:—

Mr. CHEVIER:—That instruction be given and means taken to have produced before this committee, from the central registry of the Civil Service Commission, the first twenty files, as they now stand, in the A's the first twenty in the B's, the first twenty in the C's and so on, through the alphabet right down to Z; that all these files be brought up here and that the committee delve into them and deal with them.

I shall now read some remarks of the vice-chairman:

The VICE-CHAIRMAN: I may say that, in my opinion, Mr. Chevrier or any other member of the committee, has a perfect right to call for any files which in his opinion may be needed for investigation. That was distinctly understood from the start of our sittings—that any member would have the right and could proceed to call for and examine witnesses on the contents of any of these files, with the intention of bringing to the attention of the committee any fact which he deems of use in our investigation. After all, it is hardly a case of our stating whether or not the merit system is right or not; I do not think that is our investigation at all; our investigation is as wide as it is set forth in the order of reference. Personally, while I am not sure of the procedure, I am of the opinion that the motion is out of order. Now, having in mind our investigation according to our reference, how are we going to bring out the facts, unless we actually get proof of the actual operation of the Act? In any event, I rule that the motion is out of order, and in doing so state that if Mr. Chevrier wants to make a request for any file he is at perfect liberty to do so.

That is taken from pages 592 and 593 of the evidence of that committee.

I now turn to page 638 and page 639 and I shall read questions asked there with regard to the integrity of certain witnesses. I notice on page 638 a witness was being examined by Mr. Ernst who was at that time a member. The questions were as follows:—

By Mr. Ernst:

Q. Oh, now, Dr. MacTavish, remember you are under oath.

Mr. CHEVRIER: Oh, I object.

The CHAIRMAN: Just a minute, Mr. Chevrier, so that we may not have a continuation of this thing. Are you seriously contending, as a member of this committee—as a graduate in law—that this committee must accept any answer given by a witness before the committee, and that no member of the committee has a right to question that answer or to probe it?

Mr. CHEVRIER: No, I am not taking that stand at all; but once he has been questioned and has given his answer, I do not think it is right to go beyond that.

The CHAIRMAN: I am sorry, I must disagree with you on that.

Now, then, I want to carry that a little further and read from page 760 just to show how far at that time they delved into the commission. On page 760 is set out the dissents. For instance, a motion was made asking the commissioners to produce a statement setting out the number of dissenting votes and the records as set out in the civil service files, and they are as follows:—

Take since 1928, the dissents were Dr. Roche, 146; Commissioner Tremblay, 79; Commissioner MacTavish, 150.

Then it goes on and makes some mention about a newspaper report. These extracts go to show that they were going further into the civil service than we are at this time.

The CHAIRMAN: Sure.

Mr. TOMLINSON: In questioning these things. Now I turn to page 803 where the commissioners were questioned as to the number of days absent from office during a certain period of time. Mr. Ernst was questioning the witness and proceeded as follows:—

Mr. ERNST: For 1926. This is for the period from July to the end of September. Absences, Dr. Roche, 16 days; Commissioner Tremblay, 31 days; Commissioner MacTavish, 65 days. . .

and so on each year. I do not wish to quote them all because it will take up too much time, but the commissioners at that time apparently had to answer for each day that they were absent. Now, I should like to ask Mr. Potvin these questions.

ADRIEN POTVIN, recalled.

By Mr. Tomlinson:

Q. Mr. Potvin, you were appointed in what year?—A. 1933.

Q. You were appointed in 1933; and had you served in the civil service prior to that?—A. Yes.

Q. You had. I wish to have this evidence again because of the question I am going to ask. Where did you serve?—A. In the Senate.

Q. How many years did you serve there?—A. I was appointed a temporary translator in 1919.

Q. 1919?—A. Yes. Then I served as such until 1921 and then I was given a contract similar to the one that had been given prior to Holland Brothers.

[Mr. A. Potvin.]

Q. Now, then, Mr. Potvin.—A. Until 1926.

Q. In 1921 you ceased being engaged with the Civil Service Commission, is that right?—A. Yes.

Q. You were no longer with the Civil Service Commission?—A. That is true.

Q. In other words you had two years of service at that time with the Civil Service Commission?—A. Yes, and then from 1926 up to my appointment I was under the civil service.

Q. In what capacity now?—A. As second clerk assistant and chief translator of the French debates in the—

Q. In the Senate?—A. Yes, in the Senate.

Q. Now, then, I am going to ask each commissioner this question, so I am not making any favourites of any commissioner. I want to be fair. In the recommendations of the committee in 1932 I am going to read you the clauses that pertain very closely to this particular question. They read as follows:—

Your committee, being of opinion that the position of commissioner of the Civil Service Commission of Canada calls for very special qualifications because of the wide powers conferred on such commissioner for the maintenance of the merit system in matters of appointments to and promotions in the civil service of Canada, recommends—

(1) That the present chairman of the Civil Service Commission, who has now passed the age of 70 years, be retired and that, because of his long and meritorious years of service in the public service of Canada and as chairman of the Civil Service Commission of Canada, he be granted a gratuity;

(2) That commissioner J. Emile Tremblay be retired;

Then it goes on to add this rather extraordinary clause:—

That, because of his 22 years of service in the public service of Canada, he be granted a gratuity.

And, of course, retired.

(3) That commissioner Newton MacTavish be retired and, in lieu of notice, be granted a gratuity.

Having in mind the beginning of the paragraph of section 26 of this recommendation to the House, would you say, Mr. Potvin, that you held very special qualifications that entitled you to be appointed to this position?—A. I think so.

Q. Would you name them? I want to get them very clear.—A. My rank at that time was assistant to the deputy minister.

Q. Your rank at that time was assistant to the deputy minister of what?—A. The clerk of the Senate.

Q. The clerk of the Senate?—A. Yes.

Q. Yes.—A. And then I was promoted one rank higher.

Q. You were promoted one rank higher?—A. And I became a commissioner with the rank of deputy minister.

Q. In the Senate?—A. No, no, commissioner. In the Senate I had the rank of assistant deputy minister.

Q. Yes.—A. And I became a commissioner with the rank of deputy minister, just one rank higher.

Q. One rank higher than deputy minister?—A. Than assistant deputy minister.

Q. Than assistant deputy minister?—A. Yes.

Q. Do you consider your appointment to the commission makes you equal to a deputy minister?—A. Well, that is what the law says.

Q. No, it does not say that at all.—A. I think so, Mr. Tomlinson.

Q. Mr. Potvin, since you have stated your experience, would you tell me whether you had studied the civil service? Had you worked in the Civil Service Commission or under the civil service commissioners for any length of time prior to your appointment?—A. Not directly under the civil service commissioners.

Q. No, you had not worked directly under the civil service commissioners?—A. No.

Q. And you had no experience as to the running of the Civil Service Commission?—A. Yes, I had. I had, for this reason, that oftentimes senators were coming to me for information, and then I had to look up the information in the different acts, especially in the Civil Service Act.

Q. Would you say that it would have been better if you had first worked with the Civil Service Commission, or under them, before being appointed a commissioner? I am going by the Act.—A. I will be frank with you. I believe that those who have had a long experience in the Civil Service Commission are certainly better qualified than those who have had less experience. Outside, necessarily, the experience is not so large—so considerable.

Q. You would say it is beneficial for you in your work?—A. I think I may say I have passed that stage of experience.

Q. You have passed that stage now?—A. Yes, on probation.

Q. When you were appointed, would you say there was a period of probation?—A. I would not say exactly that would be a period of probation. But certainly it requires some time to become familiar with the routine work. That is what I mean.

Q. In other words, you would admit now, being frank with me, that an appointment to the commission does require very special qualifications?—A. Yes, it does.

Q. In connection with knowledge of the working of the whole service?—A. Yes.

Q. You would say that?—A. Yes; to a certain extent.

By Mr. Jean:

Q. Is there any rating established by the department or the commission itself for the qualifications of the commissioners?—A. No. The appointment is made by order-in-council to the Civil Service Commission, as a commissioner.

By Mr. Tomlinson:

Q. Does not the commission itself make the appointment or is it made by order-in-council?—A. By order-in-council.

Q. On recommendation?—A. They study, I suppose, the qualifications of the candidate. I was advised to apply, that the position had become vacant. It had been vacant for a few months.

Q. How many contestants were there?—A. I could not say. I do not know who the others were.

Q. No. Would you say that retiring a man who is under the age, who has had twenty-two years of service, was good business? Was it good business for the service itself?—A. Do you believe, Mr. Tomlinson, that I should pass judgment on what the parliament has done in those days?

Q. All right.

The CHAIRMAN: Mr. Potvin, you have some corrections to make.

The WITNESS: Yes. Those were rather misprints or sometimes a mistake in the name. For instance, I said: "Then in 1926 they applied to have the position left vacant by Major Stehelin exempted from the operation of the Act as it has been before." It was Mr. Lelievre.

[Mr. A. Potvin.]

The CHAIRMAN: What page is that?

The WITNESS: Page 607. Then the question was asked, "How many examiners in all?"—"Q. Well, you know how many French examiners we have in that commission." Here it is written, "How many French examiners?" I understood, "How many examiners?" and I answered, "Eight or nine." But we had only one French examiner and I said that many times.

By Mr. Glen:

Q. But two had been appointed?—A. I beg your pardon?

Q. Two were being appointed as well, or have been appointed now?—

A. Two positions have been advertised and we have one already on the staff. Another question, or another answer—

Q. Just to be clear on that, how many examiners would there be altogether now?—A. Now?

Q. Yes.—A. French examiners or all examiners?

Q. Yes.—A. All examiners?

Q. Yes.—A. I believe it is nine.

Q. Nine, and one appointment—one position not filled.—A. Two not filled. That is, the one who has been appointed is included in the nine.

Q. Yes.—A. But we have advertised for two more; and those positions have been authorized.

Q. Eleven in all?—A. Yes.

The CHAIRMAN: I will pass over the chart to you so that you can familiarize yourself with the names.

Mr. GOLDING: Mr. Chairman, just a minute. On page 693 of this report, Mr. A. Landerkin was under discussion. In this Mr. Potvin—

The CHAIRMAN: Will you please mention the name again? I did not catch it.

Mr. GOLDING: Landerkin. And in the question you asked of Mr. Potvin, you said, "He is an American citizen" and Mr. Potvin answered, "Yes." I would like to see that corrected. Mr. Landerkin is not an American citizen. His father lives up here at 171 Fifth Avenue.

Mr. DEACHMAN: Is he the son of Senator Landerkin?

Mr. GOLDING: The grandson. His grandfather was a senator for years, and his father worked for years and years in the Department of the Interior. This boy was taking a post-graduate course in Wisconsin. He is not an American citizen. I think that Mr. Potvin would be glad to correct that answer on page 693.

The CHAIRMAN: Yes. And probably Mr. Potvin was misled by the report of the examiners which indicated him as coming from Wisconsin.

The WITNESS: Yes. The chairman asked me, "He was a young American?"

Mr. GOLDING: Yes.

Mr. DEACHMAN: His grandfather was a great humorist.

The WITNESS: I did not understand that the chairman wanted me to swear that he had become an American citizen. I took it in a jocular way.

Mr. GOLDING: I think that should be corrected.

The WITNESS: Yes, I think so; because, really, instead of "yes" it should be "I do not know."

At page 613 I gave a reply, "When I came there, there was no French commissioner at all." I did not mean that. I mean examiners; and the question was with regard to examiners. On page 614, when I was asked by Mr. Jean, I think, what the percentage was; you suggested 22 per cent, and I said, "I do not

know." "Q. Just roughly," and I said, "Yes, I believe that would be right. I think this percentage is a little high." That is what I mean, that the percentage, 22 per cent, is a little high—the one that you had in mind.

By Mr. Fournier:

Q. That is for the service coming under the Civil Service Commission's jurisdiction?—A. Yes.

Now, at page 657, I said in one line, "three trips were covered." Here the printer has it, "three trips were concerned." Then the following phrase should read, "Now, as the result of the 8½ days of business, my taxi bill amounted to \$39.50."

The CHAIRMAN: It was the reduced rate.

The WITNESS: I will give you a statement with regard to that. Yes, it was.

The CHAIRMAN: That is all right.

The WITNESS: As a result of the—there is a little difference. I have got the public accounts. I am going—

The CHAIRMAN: Will you please make your corrections?

The WITNESS: It should read: "As a result of the 8½ days," instead of "as a result of the 12 days." I suppose my pronunciation was not quite right. Maybe it was a western accent or a French accent. Later on I was asked about Mr. Herman. I said that he had worked from September, 1934, to March, 1935, with a certain firm in Chicago, making tests in the poultry laboratory, and I answered, "I do not know whether the two months were inclusive or not," when it was suggested that it was six months. Now, the words "September, 1934, and March, 1935," were left out. It should read: "I do not know whether the two months of September, 1934, and March, 1935, were inclusive or not."

At page 667, there is a phrase which says, "I made a point a few years of bringing university professors." I said, "I made a point since a few years of bringing university professors."

Then with regard to grade 4, it should read: "I objected to a clerk grade 4 acting on these boards to examine candidates for positions with salary possibly higher than their own salary." The words "with salary" were left out.

On page 668 the text of one of my answers is, "I was asked." This should be, "I would ask." That is what I meant.

There is a name on the same page. I answered, "I objected to Perrault and to Chausse." It should be Josie.

On page 669 I was asked a question by Mr. Glen and it was entirely left out. I believe, Mr. Glen, you asked me what was preventing us from getting more technical men, more examiners with technical qualifications, and I answered it was a matter of appropriation. Now, your question, I do not know what it was, but if I remember correctly, it was, "What prevents you from doing it?"

Mr. GLEN: Yes.

The WITNESS: Then I said, "Appropriations."

By Mr. Hartigan:

Q. Do you mean you want more employees as examiners?—A. Yes, more examiners.

In explaining the two systems of education in Canada, I said, "In the French province it is deductive, that is descending from the general principles from the universal to the particular." Now, the text here reads, "From the principles to the universal," which would be wrong.

[Mr. A. Potvin.]

By the Chairman:

Q. Are you familiar with the fact that at the experimental farm in Ste. Anne de la Pocatiere all the professors have studied at either Cornell or Angers, France?—A. I did not mean that. I meant the usual classical studies especially. Of course, I know the system followed in Cornell, which is not, I would say, quite similar to our English universities here because it is a mixture of deductive and inductive systems.

Q. Yes, but with regard to the agricultural college of Ste Anne de la Pocatiere— —A. I know.

Q. —you know that the professors have studied at Cornell and Angers?—A. Yes.

Q. And that Father Jean is a man who is known throughout Canada?—A. Yes, I know. I have been down there and they have very eminent professors.

There is a name here which has been changed in the text. It should be Laberge instead of LeBarge.

On a question at page 673, I contended, when referring the matter to council, that we could not alter those basic classifications without referring the matter to council. The text has it, "because if a plan," etc., which would not mean anything. What I said was "should it affect the plan of organization."

On the same page I answered Mr. Glen, "I mean, the best one must win," on the merit system. Mr. Glen continued:—

"Q. And who is to decide upon the best one"? I answered, "We have the machinery, and we go by the reports, which are presented to us, which are submitted." The report reads, "which are presented to you, which I submitted," which is not accurate.

The CHAIRMAN: You are pretty good to have taken the trouble to read all that.

The WITNESS: I think it is my duty.

Now there is an answer to a question here by Mr. Glen, I think, if I remember correctly. Mr. Glen said, "Is that the only objection you would have to an appeal board constituted such as that"? I said yes. If I were on the board and decided against so-and-so who would have been an opponent of mine when I was elected by the employees, even if I were fair to him he would accuse me of being unfair. That is what I had in mind, and I think that is what I stated. Now, I believe that at that time there were several people speaking together. I would like to say this to Mr. Glen, I would not like him to be under the impression that I am opposed to an employee being a representative on those boards.

By Mr. Glen:

Q. Does not your written submission carry that conclusion out?—A. There were two plans submitted, and the one you had in mind was not the one I had in mind. There was a suggestion made by which departmental employees would select one of their own as a representative on the rating boards for promotions. Now, I had that in mind, but I understood afterwards from you that you would consider the selection of a man in the whole service. Is that not correct, Mr. Glen?

Q. No; the line of questions I was addressing to you was that I wanted to know what your objection was to an employee in the service being on the appeal board, and, so far as I could understand from your submission, you were averse to that because you thought it might tend to disorganize and create jealousy and discord in the service?—A. Yes.

Q. But now you qualify that, do you, and say you have no objection to an employee being a member of the appeal board if such were constituted? Is that your evidence now?—A. I have no objection to an employee being on the first rating board.

Q. Well, I did not know anything about a first, second or third rating board; I was speaking of an appeal board.—A. Yes, I know, but there are several appeal boards. It depends on what you had in mind. I think I did not very well understand you.

Q. When I was asking you questions, I asked you if you had read Sir Francis Floud's evidence.—A. Yes.

Q. He there told us that there was an appeal board in the British civil service.—A. For the whole service.

Q. Which covered the whole service.—A. Yes.

Q. I was addressing myself to your statement, namely, that you were averse to employees being on an appeal board because you thought it might create dissatisfaction, discord or jealousy within the service.—A. If you let me explain, I would say this; that the suggestion which has been recommended here more strongly than Sir Francis Floud's scheme was to have an appeal board within one department.

Some Hon. MEMBERS: No.

By Mr. Glen:

Q. Surely you are wrong, because I think I asked Sir Francis Floud that question. It can easily be verified by turning up the report.—A. I do not mean to say that is what you suggested, but I mean to say that was suggested, and I will go even further than that; that is what has been recommended to the treasury board.

Q. That is what, an appeal board which will comprise all the departments instead of one?—A. No, no, an appeal board for each department.

Q. For each department?—A. Yes.

Q. Is that your suggestion now?—A. That was what I had in mind. That is what has been suggested, and my objection was raised to an employee sitting on that departmental rating board.

Q. Your evidence now is this, that you would be in favour of an appeal board in order that the merit system might prevail within the service but the appeal board should comprise all the departments.—A. Of course, I did not study that question.

Q. Are you in favour of that?—A. I would not be averse to that.

Q. There is no conflict between that appeal board such as I suggest and your submission to the committee?—A. There is to a certain extent. There is no conflict, no, but the suggestion is different.

Q. So far as that appeal board is concerned, you would not be averse to an employee being a member of that board?—A. No.

Mr. GLEN: We are at cross-purposes, then.

By Mr. Boulanger:

Q. What do you think of appeals to a court?—A. I thought of that, too.

Q. You mean as it exists in France, do you?—A. Yes. But my plan was to increase the number of the rating officials at the first examination for promotions so as to prevent appeals.

By the Chairman:

Q. You would be favourable to open marks being given to all employees of one branch by the chief of the branch and being made public only to the employees of the branch in order that there will be no discrimination?—A. That existed before, I understood.

Q. Yes, but do you not think that it is a good system that an employee should know how he is rated by his chief?—A. And told where he lacks.

Q. Do you not think it would be the means of the employee improving his efficiency?—A. Certainly.

[Mr. A. Potvin.]

Q. And to see that there is no discrimination in favour of A or B or C?—
A. Yes. I would certainly be in favour of that.

Q. Therefore, you would be in favour of open marks yearly—A. Or quarterly.

Q. —within the branch, not outside?—A. Yes.

Q. People outside would have no business to look into that, but it would be for the people of the branch?—A. I do not see any objection to that.

Q. I mean, the people within the branch?—A. Yes.

Q. For those who work together to know how they are rated by their chief?—A. Yes.

By Mr. Glen:

Q. In connection with railway clerks there is a system of rating each year; did you know that?—A. In what?

Q. In connection with the railway mail clerks.—A. I could not say. The railway mail clerks?

Q. Yes.—A. Yes, there is, and also the national revenue.

Q. Take the one I know something about, the railway mail clerks; they have a rating each year?—A. Yes.

Q. When there is a question of promotion I am informed that the commission asks for a special examination in order that a position might be filled; is that correct?—A. It all depends on the qualifications required in the higher positions.

Q. For instance, you have the Railway Mail Clerks' Association?—A. Yes.

Q. And they have ratings each year?—A. Yes.

Q. All the employees are rated, a position falls vacant, a higher position, and before that position is filled there is another rating of the employees.—
A. Well, if the competition is limited to the railway mail clerks only. I do not remember a case where a written examination was held, but if the competition is open also to the other employees of the post office of course we have to hold a written examination to judge the candidates in both departments.

Q. If a higher position becomes vacant and the ratings of all the employees who are qualified to fill that higher position have been taken each year during their service, why would it be necessary to have a special rating examination before filling that position?—A. I understand that this might be due to the different chiefs. If there are several branches, one chief may be more lenient than the other, or he may perhaps be inclined to favour his own employees and give higher marks.

Q. But, Mr. Potvin, the point I have in view is this: If we are going to have an appeal board who will sit upon the ratings of employees during their service, why should not an employee who has a good rating every year when a position falls vacant go into that position?—A. Because there may be several candidates, one in the railway mail clerks' division and one in the postal clerks' division. There may be several and there will be different chiefs.

Q. I know all that, but what is the use of rating employees in a department if that rating is not going to have an effect upon their ultimate promotion within the department.—A. I believe there some improvement might be made.

Q. Have you any suggestion to offer to the committee? In the case of employees of a department who have ratings for efficiency, and all that is necessary, have you any suggestions to offer to the committee why they should not automatically go on to the higher positions?—A. My suggestion was that the rating board would be composed of more officials of the different branches concerned and of the Civil Service Commission. They would even—I believe I mentioned that in my statement—have the power to send for the candidates and submit them to an oral test if they deemed it necessary.

Q. And the oral test would be supplementary to the rating they had each year.—A. Yes.

Q. They have their tests annually when there is a promotion or reclassification from railway mail clerk to inspector. They have what they call a brain test?—A. That is a departmental examination.

Q. That is the Post Office Department?—A. It is a departmental examination; it is not the commission.

Q. What has the commission to say in these promotions from railway mail clerk to inspector or examiner?—A. We follow the same procedure as is followed in the other cases.

Q. Well, what is it; what is the same procedure?—A. The ratings are given to us by the chiefs of the branches, the immediate chief; as I told you the other day; the future chief and the reviewing officer.

Q. The reviewing officer is from the commission?—A. No. We have no representative there.

Q. You have no representative on the ratings of these employees who are seeking reclassification?—A. No.

Q. What is your work?

Mr. HARTIGAN: What do you have to do?

The WITNESS: That is what I was asking, I was recommending the other day that we should have a little more say. We should have a representative.

By Mr. Fournier:

Q. So, in promotions and reclassifications the commission takes the word of the officials from the department?—A. As a rule we do; although, if we have the least possible doubt, the slightest doubt, then we may ask for a written examination; and it has been done sometimes.

Q. If I follow your argument you take the ratings of these three officials from the department?—A. Yes.

Q. The ratings are submitted to the commission or to one of its examiners?—A. Yes, the examining branch, and then recommendation—

Q. So this examiner just does nothing after looking over the ratings of the officials of the department?—A. He also makes his own recommendation.

Q. Based on the ratings made in the department?—A. Well, Mr. Nelson will explain that to you. Yes.

Q. Oh yes, I have got his case here. I understand it is specially the departments that make the promotions, that you people just stamp their suggestions?—A. Well, suppose you have a business concern. You accept the report of your officials, their recommendations. That is what we do. The merit system in that case is transferred to a certain extent to the hands of the chiefs of the branches.

Q. So the merit system—you have just—promotions and reclassifications, the commission just says we are in favour of the merit system but we let it apply, we leave it to the departments themselves.—A. Not in the case of reclassification. In the case of promotions only. It is not the same. There we have to depend on the wisdom of the chiefs of branches to pass judgment.

By Mr. Boulanger:

Q. In other words, you say "O.K."?—A. Not always.

Mr. BOULANGER: Nearly always.

The WITNESS: We have—really I believe I am sincere when I—we do not have as much say as we should have.

By Mr. Mulock:

Q. Nearly always you approve of it?—A. In the majority of cases.

Q. A very great majority of cases?—A. Yes, because we have no reason to doubt their ratings.

[Mr. A. Potvin.]

By Mr. Fournier:

Q. So, if we have no Civil Service Commission concerning promotions there would be no, hardly any change in the service?

Mr. MULOCK: In the system; there would be practically no change in the system.

The WITNESS: Mr. Fournier, I believe I could not answer that question in the affirmative. It is like the Civil Service Commission; if we had no parliament above us perhaps we would not be as wise as we try to be.

The CHAIRMAN: Therefore, parliament is a school of wisdom.

The WITNESS: Yes.

By Mr. Fournier:

Q. So then you believe that the officials in the departments are kept back because they are a higher authority than the Civil Service Commission?—A. I believe so.

Q. Well, that is a good point. If I may go a step further; you prefer a standing committee on civil service matters?—A. Surely, for promotions, to which I referred.

Q. A standing committee of the house on civil service matters?—A. Certainly, I would be glad to have one, so as to have the pleasure of coming up every year.

By Mr. Hartigan:

Q. Let us get down to basic facts: Who makes appointments in the civil service?—A. You mean, all appointments?

Q. All appointments; first case, or second case—A. We make the appointments.

Q. Have you ever made appointments?—A. Yes, always.

Q. Always?—A. The certificates are issued by the commission.

Q. I know, they are signed by the commission. What I want is, do you on your own responsibility, do you make appointments? Do you commissioners make the appointments?—A. Yes, because we approve of the reports made by the examiners.

Q. Is there a machine who makes the appointments—say yes or no?—A. We have—

Q. Say yes or no?—A. Yes, we have a machine.

An Hon. MEMBER: He does not mean the same kind of a machine that you are talking about.

By Mr. Hartigan:

Q. You say there is a machine?—A. There is the machinery, the examiners.

Q. No, no, no, not the machinery of your commission, I refer to an outside machine. After all, hasn't that occurred? You have attended most of the sittings of the committee, haven't you?—A. I beg your pardon?

Q. I say, you have attended most of the sittings of this committee, haven't you?—A. Yes, most of them.

Q. You have heard the evidence given. Do you agree pretty well with the evidence that has been submitted to this committee by the witnesses who have appeared before us?—A. By Mr. Bland, yes.

Q. You do? You saw the list of the married women which was submitted to this committee, didn't you?—A. I was not here that day.

Q. Did you read about it?—A. I read a newspaper account of it.

Q. Now, as to those names; do you agree with that list?—A. I would not say that I have studied the matter so thoroughly as to form an opinion.

Q. Nearly all on that list had extenuating circumstances attached to their names, didn't they?—A. Yes.

Q. Is it to your knowledge that there are married women in the civil service here who have continued in or taken their maiden names, and particulars as to those cases have been withheld from the committee?—A. No, not to my knowledge.

Q. It is common knowledge around the stores. They tell me they have looked up names of people they know and they have not been able to find them on the list.—A. If a case of that kind had been reported to us we would have immediately dismissed that employee.

Q. Do you mean to say that you do not know that the information given to the committee on the employment of these people was not accurate; you do not know whether they are married or not. Do you know that?—A. To my knowledge all of the married women who are employed in the civil service had very good reasons and submitted recommendations in order to get into the service. They were either separated from their husbands or they were without means of support.

Q. That is just what I said, they all had extenuating circumstances. Now what I am discussing with you is, is it to your knowledge that there are many more married women in the civil service whose names do not appear on that list?—A. No.

The CHAIRMAN: Mr. Potvin, is it to your knowledge—

By Mr. Hartigan:

Q. They may go by their maiden names?—A. I do not know of anybody.

By the Chairman:

Q. If you will permit me, for just one moment; Mr. Potvin, is it not to your knowledge that your brother commissioner, Mr. Stitt, has written to all of the departments asking them to supplement the information already given by giving the names of the married women who are working under their maiden names?—A. I did not know that, sir.

The CHAIRMAN: I have a copy of the letter that Mr. Stitt has sent to the departments in that regard in order to supplement the information already given.

By Mr. Hartigan:

Q. Now, Mr. Potvin,—just a few more words and I am through—you say that the commissioners make the appointments to these positions?—A. Yes.

Q. Well now, that is definite. They make the appointments. The machine—that is, your own machine handles that. Now, to your own knowledge, is not the appointment swayed in a certain number of cases, or most cases, by information received from outside sources?—A. Oh, no.

Q. Never?—A. Not to my knowledge.

Q. Well then, I am forced to the conclusion that what the member for Comox-Alberni said in the house—A. You mean, outside influence on the commission?

Q. Yes.—A. We appreciate the co-operation of members sometimes—on both sides.

Q. I am not talking about members now, I am not talking about members of the committee. There are no members in this at all. We want to get at the facts of the case. The fact of the matter is, this committee cannot get anywhere unless the evidence tendered to it is reliable and credible; and in some cases—this is a hard thing to say—some of the evidence tendered to this committee sounds highly incredible from what we know from outside sources.—

[Mr. A. Potvin.]

A. Well, nobody has ever approached me regarding the exercise of any influence upon me; and for my own protection I have section 105 of our regulations framed and posted up in my ante-room so that those who come there know that it is of no value to use their influence.

By Mr. Fournier:

Q. To your knowledge is this section 105, second paragraph, always followed; to your own personal knowledge. It reads like this:—

Except as provided in clause (1) of this regulation, no person shall directly or indirectly, solicit or endeavour to influence a member of the Commission, or any officer thereof with respect to the appointment of any person to the service, or with respect to the promotion or transfer of, or an increase of salary to any officer, clerk or employee in the service.

A. To my personal knowledge I do not know of anybody who has violated that clause.

Q. As far as you know no undue influence has been used to effect or make an appointment?—A. No. When I have changed my mind it was because of the voice of my conscience which was bothering me a little bit, and I have changed it then.

Q. The last section reads, "Any person who, directly or indirectly solicits or endeavours to influence a member of the Commission or any officer thereof"—A. Nobody ever solicited me.

Q. And you have no knowledge of any other official of the commission ever having been solicited to that effect?—A. No such case has been brought to my attention.

By Mr. Jean:

Q. Is it not a fact, Mr. Potvin, that you have to make appointments on the reports which are given to you by one of your enquirers?—A. By our examination branch.

Q. So that you do not know if the influence has existed somewhere, it may be there?—A. If we have the slightest suspicion—

By Mr. Hartigan:

Q. The files that cover every individual in the service, the files submitted here, are supposed to include all the material concerning the appointment of the individual person in the civil service, are they not?—A. Yes.

Q. To your knowledge has any material been taken out of these files before they were submitted here?—A. No, no, no; because we have given instructions to send the file complete, the complete file, every time it has been asked for.

By Mr. Tomlinson:

Q. Have any comments been added on to them?—A. Not to my knowledge.

MR. HARTIGAN: Some of the files have papers apparently missing from them, if your statement is correct.

MR. GREEN: I think a remark like that is the kind of thing that gets this committee into disrepute in Ottawa and throughout the country; this suggestion that papers have been taken out of files. That is a serious charge to make. If any member of the committee has evidence to that effect let him bring it here instead of getting up and making insinuations and casting aspersions.

Mr. HARTIGAN: We will do that. Ever since this committee started certain members talked as though they wanted to palaver the Civil Service Commission and make themselves fine fellows out of this. I do not ever talk about any brother member on the committee; at the same time we are not going to get anywhere. You might as well not hold it at all. I have no axe to grind with the Civil Service Commission, but I do realize and I agree that the civil service is wrong. It is wrong from the standpoint of the public of Canada, from the standpoint of the people who are paying the bills; and until we get this rectified it will just be the same way year after year. Here is a letter now which I have here, right here; where they applied for a clerk for the pilotage commission in Sydney.

By Mr. Hartigan:

Q. Now, you know what a clerk of the pilotage commission is?—A. Yes.

Q. You have an idea of his duties?—A. Yes.

Q. Here is a letter from the Civil Service Commission to a clerk who has been carrying on there, and the Civil Service Commission—and I am not afraid to say it, and I call a spade a spade, because I have nothing to hide and I care for nobody as far as that goes. I am independent, and I want you, Mr. Green to understand that I am not casting aspersions on any member of this committee or anybody else, but I have a right,—

Mr. GREEN: You are making a charge.

The CHAIRMAN: Mr. Green and Mr. Hartigan are two of the best members of this committee.

Mr. HARTIGAN: If I make a charge I make it. I know my own business. Here is a letter dated Ottawa, May 25th, 1938. There was a notice went out for the pilotage commission. The previous clerk got into difficulties and a good deal of money of the pilots was stolen. You know that, probably, as a member of the commission. Well, the other fellow has gone. A vast amount of money that the pilots had accumulated was stolen—this is a serious matter. They had accumulated money for their widows and orphans in case of their death. This is a pilotage fund to be administered as trustees by the Marine department. You appoint them. It has probably a very great bearing on these cases, although you never looked at it probably in that way, but still civil service appointments of a man placed in a position of trust has great ramifications, and years after this the results of the folly of appointing somebody who is not capable and who is not reliable will redound to the discredit of the commission in the eyes of some poor widow or orphan in the country. In this case, this man who applied has been carrying on temporarily for the last—since the escapade of the previous clerk, and here is the answer sent out by W. Foran, Secretary of the Civil Service Commission, dated May 25th, 1938, at Ottawa:—

DEAR SIR,—Three years' experience is required in connection with competition 27370, clerk, grade 3, Sydney, N.S. As you cannot meet the requirements in this respect, I regret that your application cannot be considered.

This man has carried on temporarily, has given good service, but this was put in, "three years' clerical service" required before he could get the examination. Now, in the same way, there was a customs vacancy in Glace Bay. Just to show you what the Civil Service Commission is doing—how far they know what I maintain and have maintained, and I maintain to-day that a man's background is worth more to him and the government than his ability to write an examination in a great many cases. Now, in Glace Bay there was a vacancy in the customs office. This was in 1935 just previous to the election,

[Mr. A. Potvin.]

and the Civil Service Commission appointed a man who had previously been in an escapade involving the absconding of certain funds of another concern, but through some durance or some pressure brought on from outside forces or incompetence of the man conducting the examination—because it is conceded by nearly everybody in the town of Glace Bay that the man whom you appointed could not write an examination—nevertheless he was appointed. What happened? The other day he absconded with \$5,700 of crown money. That position was vacant. That is the type of man you appoint in your civil service examinations. You have a man down there, a supervisor of the schools, who is amenable and susceptible by other people—these are charges, if you want charges, and these are things that will stand investigation. I am talking of what has actually happened and is happening. All right. In Sydney you appointed customs officers without examination of another party, and the people down there are beginning to think that the civil service—and quite properly so I think—that the civil service is actuated in making these appointments mainly on recommendation of some one man or two men connected with the newspaper business down there.

The WITNESS: It is news to me.

By Mr. Hartigan:

Q. Why should this commission appoint a man who was not capable of writing an examination? Do you mean to tell me—you can go down and investigate. Go there. I do not care who goes there, but you will find out that man was not capable of writing an examination. I know that. Everybody knows it.—A. He is in the customs?

Q. Yes. He was in the customs. He has gone now with the money—\$5,700. They cannot find him. We have another instance in Sydney at the present time. God knows what the amount of money is that has gone.

An Hon. MEMBER: He is a bad boy.

Mr. HARTIGAN: Yes, he is a bad boy; but who is at fault? The system is at fault for appointing him. It all redounds against the Civil Service Commission. Those are facts. You can go into them.

Now, I say, Mr. Chairman, that the Civil Service Commission never will get anywhere until it is made an arm of the government—and I am speaking unbiased and non-politically—it should be an arm of the government. If a conservative government is in power it should be under some responsible minister, and if a liberal government is in power the same thing should result; not for patronage, but a man coming from the district has an idea of the background of the man who is going into a position handling government funds. I suppose in this way you have \$100,000 or perhaps \$150,000 gone in the Sydney customs house to-day. It is a pretty expensive business for the ratepayers of Canada.

By the Chairman:

Q. Mr. Potvin, is it your knowledge that in 1931 there were 13,300 foreign born people engaged in the service?—A. I know there were many, but I do not know the exact figures.

Q. Suppose an Englishman comes here for an appointment and he gives his experience abroad, does the commission ever check that experience by writing abroad to know whether he has told the truth?—A. They are supposed to do it.

Q. No, no. I asked you if it is actually done? Does the commission write in each case abroad to verify the so-called experience of any man that comes from outside of Canada?—A. Well, those candidates, of course, have to produce evidence, references—

Q. Yes; but I asked you if they are checked or not?—A. It is supposed to be checked by our examination branch.

Q. I did not ask you if it is supposed to be checked; I asked you if actually it is checked or not?—A. Instructions are given to check that.

Q. Yes, I know, but do you verify whether it is checked or not?—A. I know in one case I raised an objection about the equivalent in education over there and here, and finally a report was submitted to the commission showing that really that man had the proper education to take part in the competition.

Q. But it is not put on this list at all. Supposing there is a man who applies for a position at \$3,000?—A. Yes, sir.

Q. And it is in the investigators' branch, and he says, for instance, one thing, "for two years I have been working as manager for my father-in-law who has a hardware store in England." Is a statement like that verified by writing to the father-in-law?—A. By Mr. Daley's branch, the clerical section of the examination branch.

Q. How is it that I find no letters verifying any such statement on the files that have been produced—no letters from abroad verifying the statement made by the applicant? Is it true that in all these cases you take the word of the applicant and you take for granted what he says under oath there?—A. Well, I believe so. In many cases, because their declaration is given under oath.

Q. Yes; but it is not checked. You accept their oath and take for granted what they say?—A. When we have a doubt we do check.

Mr. MULOCK: How often do you have a doubt?

Mr. HARTIGAN: How can you check on a man coming from England to the civil service?

The WITNESS: If a man comes to us—and the case, I may say, happened—stating he was a returned man and that he had obtained a military medal, we asked him to produce that medal and he was unable to do it so he was eliminated.

By the Chairman:

Q. Yes, but is it necessary for all men to have medals?—A. No, but in that special case.

Q. There are other men who came from the Congo. How can you verify the experience of a man who has been living in the Congo, Australia or New Zealand or somewhere else throughout the world?—A. No man is admitted to take part in our competition unless he has been a citizen of Canada for five years.

Mr. FOURNIER: Now, listen—

Mr. MULOCK: Are there no exceptions?

Mr. FOURNIER: Look over the list of the employees in the penitentiaries of Canada, and you will get a lot of information. They have a list of people who have been living here only a few months and got into the service.

By the Chairman:

Q. I know. How can you check the record of a man except by cabling when he is appointed one month after landing in Canada?—A. They are supposed to live here five years.

Q. Yes, they are supposed to; I know that—they are supposed to; but it is not a question of being supposed to; it is a question of what is actually being done. A man lands in Quebec or Saint John and a month afterwards he is employed by the Civil Service Commission and he is temporarily assigned or permanently assigned?—A. He states on his application.

[Mr. A. Potvin.]

By Mr. Green:

Q. In the case of a bonding company, when a person applies for a bond and gives, for example, my name as a reference, I usually get a slip or form from the bonding company asking for what information I have about the applicant. Would it not be possible to have some system like that?—A. We do it.

By Mr. Fournier:

Q. You have it in the civil service?—A. We write to all persons given as references.

By Mr. Spence:

Q. Do not most of those people come with recommendations from former employers?—A. Yes.

By Mr. Green:

Q. Do you do that in every case?—A. Yes, we do it in every case.

By Mr. Hartigan:

Q. It must have been a good one in the case I mentioned of the Glace Bay customs employee. I do not think any responsible bonding company or anybody else would give a report on that man?—A. Well, he must have had a good report; otherwise he would not have been reported.

Q. He was not reliable?—A. Otherwise he would not have been assigned.

By Mr. Boulanger:

Q. Do you investigate the morality of a candidate before giving service appointments?—A. This is investigated by Mr. Daley's branch.

Q. Will you explain how that investigation is conducted?—A. They write the men given by those as references. Oftentimes they write to the police magistrate to get further information.

By Mr. Boulanger:

Q. The commission takes every possible precaution as to the character of a man before giving the appointment?—A. Oh, yes.

Q. It is only by mistake that somebody slips in who has a bad record?—A. That is my impression.

By Mr. Mulock:

Q. How many unnaturalized Canadians or British subjects are there in the civil service at the present time?—A. Not naturalized?

Q. Yes.—A. I could not say. We could ask our officials to prepare a statement; but there are very few, I think.

By Mr. Tomlinson:

Q. Are there any?

By Mr. Spence:

Q. How many unnaturalized people in this country have positions?—A. I will have to consult our records. I do not know of anybody just now.

By the Chairman:

Q. Do you not think, Mr. Potvin, it would be most interesting for a commissioner to have that information on his desk the first month he is acting as a commissioner?—A. We have so many things to do there.

Q. Yes, but it is an important thing to know something about the inside of the service. Now, Mr. Potvin, is it not to your knowledge that there are now in the service at least 15,000 foreign born people, and I make an exception of those who fill technical jobs that cannot be filled by Canadian people. There are some technicians, I suppose, that make an exception; but is it not to your knowledge that there are 15,000 foreign born people in the civil service?—A. No.

Q. You never looked at that side of it?

Mr. SPENCE: Do you mean not naturalized?

By Mr. Mulock:

Q. May I ask that the commission be asked to prepare a list of all unnaturalized people employed by the civil service in every department in this country and their reasons, if any, for employment?

Mr. FOURNIER: They cannot do otherwise if they follow the statute. Section 33 reads:—

No person shall....

Mr. MULOCK: Let them bring in the record showing there are none.

Mr. FOURNIER: "No person shall, without the authority of the governor-in-council, be admitted to any examination unless he is a natural born or naturalized British subject, and also has been a resident of Canada for at least three years." That is the statement.

The WITNESS: For four and a half years I do not believe there were more than two cases where it was mentioned that although the candidate had resided in Canada less than five years he should be appointed.

By the Chairman:

Q. In these two cases were the men appointed?—A. In one of them, no; the position is being advertised again.

By Mr. Tomlinson:

Q. Does the Act now say five years?—A. Yes, except under certain conditions. If it is a technical position and there is only one candidate who possesses the qualifications, then he may be appointed although not having resided in Canada for five years.

By the Chairman:

Q. Mr. Potvin, on account of the provision of the Act to the effect that a man fighting in the allied armies of His Majesty is entitled to preference, were many people who were not British employed in the civil service on account of that legislation?—A. Just a few. You mean from France?

Q. From France, Italy and the United States.—A. I have only one man in mind just now.

Q. Did you not ask for a report on that?—A. Well, we have the report when it is submitted to us by—

Mr. GREEN: The chairman of the commission gave us that evidence at an earlier meeting, as I asked him the question.

The WITNESS: I remember one case, Mr. Chairman, when a man represented himself as a returned man and we discovered that he had been fighting on the enemy side, so he was eliminated.

By Mr. Fournier:

Q. Did he get the preference?—A. He was eliminated.

By Mr. Tomlinson:

Q. What did you do in that case?—A. We simply eliminated him from the competition.

[Mr. A. Potvin.]

By Mr. Boulanger:

Q. Can you give us a clear idea of the different divisions and classes and ratings and categories in the civil service? I confess very humbly that I have not a clear idea yet.—A. Do you mean between the technical and the non-technical?

Q. I do not know.—A. And the clerical?

Q. I want to know how many classes or grades or categories or divisions there are in the civil service.—A. I have three volumes in my office.

Q. Is it as complicated as that?—A. Yes; I can bring them here.

Mr. FOURNIER: 2,400 qualifications for positions according to a volume produced here by Mr. Doyle.

By Mr. Boulanger:

Q. Who is the creator of that wonderful system?—A. The organization branch is classifying the positions according to the needs of the service; and the needs of the service are given to them by the officials of the various departments. They study it and the duties of the position; they give the value to it and they make a recommendation to the Civil Service Commission, so that we in turn recommend such a salary to the Treasury Board.

Q. Can you give in a few words an idea of the organization of the civil service and say whether there are three grades or four grades or three classes or five divisions and so on?—A. Clerks, for instance, there are five grades, more than that, principal, head and chief, one, two, three, four.

Q. Clerks as a division are subdivided into four grades?—A. More than that, seven or eight.

By Mr. Spence:

Q. Maybe a few more?—A. No, except there might be clerks who are in a special class, have special qualifications which are required.

By Mr. Golding:

Q. There is not anything wrong about that.—A. I believe—

By Mr. Tomlinson:

Q. Answer this; in the reclassification in a particular department, if the head of a department desires a certain party in that office be reclassified, what takes place? Does he send a notice over to the commission?—A. Yes, to the commission.

Q. And somebody from the commission goes over and checks?—A. Yes. According to law we make an annual survey in every department; that is, our investigators. Then, if there is a requisition to reclassify a position owing to the fact that the duties have increased in volume, our investigators then make a report on the duties of the position and there is a recommendation. Sometimes they will say: "we recommend that no change be made because the duties are pretty nearly the same as they were;" sometimes they will report: "the duties have been changed and they would involve a higher salary."

Q. Have you found any difficulty in connection with that way of doing business with regard to classification? For instance, stenographers, filing clerks in a particular office whereby they might be favoured to a certain extent, if your man goes over and sees that he or she has a large amount of work on the desk and is very busy at the time?—A. I believe that some tricks may be played on our investigators sometimes, I will assume, but as a rule I think our investigators are very careful.

Q. Would it be news to you to know that the Treasury Board informed the commission two years ago that if they were going to reclassify anybody in one office they would have to reclassify the whole office?—A. Yes; that is what I call the annual survey, the unit survey.

Q. That is the unit survey?—A. Yes.

Q. No one person in one office can be reclassified without the whole office?—

A. No.

Q. That is the way it is now?—A. Yes.

Q. And has been for the past two years?—A. Yes.

Q. You find it improved matters?—A. Yes, it is more satisfactory.

By Mr. Hartigan:

Q. Was there an exception made—

By Mr. Boulanger:

Q. Excuse me. You know that in the British civil service they have only two divisions, the clerical division and the administrative division?—A. Yes.

Q. Have we anything as simple as that in the Canadian civil service?—

A. Well, I think that division could be adopted over here.

Q. Can you prepare a statement for us showing clearly what are the divisions and classes and so on?—A. Yes.

Q. And what they consist of?—A. Yes.

Q. So you will give us a clear picture of the whole thing?—A. I will bring a book of our classifications—

Mr. FOURNIER: There are too many classes in the whole service. There is the volume that Mr. Doyle has.

By Mr. Boulanger:

Q. Could it be simplified or concentrated or condensed so that we may know how our civil service is working at the present time? Do you not find the system complicated and cumbersome?—A. I think it could be simplified.

Q. Don't you get lost in the difficult system?

By Mr. Hartigan:

Q. When one man in the civil service is to be classified the whole service is reclassified. Has it ever come to your attention where the Civil Service Commission recommended a man to take charge of a department one day and then the next day recommended that another man take charge of it and the previous appointee let go on pension? Did that ever occur in the civil service? I have reference to the printing service?—A. The printing service?

Q. Yes.—A. It may have taken place if the man had reached the age, or if he—

Q. Why appoint him to superintend then? Why appoint him in charge then? He was appointed for one day?—A. He was appointed for one day?

Q. Yes.—A. Then he was retired by the department very likely; I do not know the case. I will have to look at the file to give you a definite answer.

Q. There you are, now. The Civil Service Commission has not the last word in the appointment, has it?—A. Yes, we make the appointments.

Q. Then it is not working out?—A. If you look at section 24 of the Act you will see there that there is the instrument by which any department may, for cause, reject somebody who has been appointed by the commission.

By Mr. Jean:

Q. Mr. Potvin, I will ask you a very wide question. It has been stated very often that the Civil Service Commission is a little state within a state. To what extent is that statement true?—A. The commission itself? I do not believe it is according to the facts.

Mr. GLEN: I suggest that we have Mr. Stitt.

The CHAIRMAN: All right.

J. H. STITT, Commissioner, Civil Service Commission, called.

Mr. GLEN: Mr. Chairman, if Mr. Stitt has a statement prepared, I suggest that he be allowed to read his statement; and that afterwards we may ask questions.

The CHAIRMAN: Will you ask him if he has a statement, Mr. Glen?

By Mr. Glen:

Q. Mr. Stitt, have you a statement prepared?—A. I have a very short statement. Mr. Chairman and gentlemen, it is a long time since I have raised my voice in the House of Commons, and I do not know that I will have the same privileges now that I had heretofore. But I desire to thank the chairman and you members for asking me to appear here this afternoon.

I may state in the beginning, Mr. Chairman, that when I went on the commission I had been five years in parliament; I had practised law for twelve years; I had been two years and a half in the Bureau of Statistics after returning from the war; I graduated from Queens University before the war in arts; in the year of the war; and I am a graduate of Manitoba law school of the university of Manitoba. I went to the Civil Service Commission with one idea in mind. I had no use for patronage as a member. It was a curse to me. I believed in the merit system. From what logic I had, it seemed to appeal to my mind. I had been a civil servant for about two years and nine months. I had won in a competitive examination. I had also been promoted. I left the service of the government of my own volition to study law, with the idea that I might become a member of parliament. I became a member of parliament; and I am quite satisfied never to be one again; because I think your duties, if I may so express it, are much harder than even those of a civil service commissioner.

I knew when I went to the Civil Service Commission that the present chairman, Mr. Bland, had been appointed there, I believe, almost thirty years ago; but he had risen from the humble office of junior clerk, to be chairman of the commission. I had confidence in him. I tried to inspire in him confidence in me. I have tried to cooperate with him in every single instance in which I could cooperate. Our divergences of view have been very few. I must pay him this tribute, that he is one of the—what shall I say—hardest working, most efficient men that I have ever had anything to do with in my life.

The CHAIRMAN: Hear, hear.

Some Hon. MEMBERS: Hear, hear.

The WITNESS: I looked upon my office as a quasi judicial office. It is largely a matter of administration; but oftentimes I must pass judgment on character and I must say, "No" to men in high places and "No" to men in low places. I have tried, to the very best of my ability, to be impartial and fair. I realize that it is a very hard law to administer. I realize that there is not as much real support for the law in the country as sometimes some people might believe. I must make this statement though, in case you might misinterpret me: since I have been a member of the Civil Service Commission, I have been interviewed on civil service matters by only about fifteen members; out of 245 members in the House of Commons, I think I have had personal interviews with only fifteen. I have purposely stayed away from this House of Commons; I have stayed away from my old friends—it has been a rather isolated and lonely position, in a way,—because I thought it was better that I should do so.

Now, I have not very much of a submission to make here. Mr. Bland, before he made his statement to your committee, Mr. Chairman, talked the matter over with me. As I said before, I have given him every idea that I possessed. Some of the recommendations that he made were, in a few instances,

my own ideas. I believe the main thing that we need in Canada in regard to the Civil Service Commission and the operation of the Act is a publicity campaign. I believe that the people of Canada ought to be convinced that the Civil Service Commission is in reality an independent body; at least, since I have been there, it has been an independent body, and I have been independent; and as long as I remain there I intend to be independent.

In the second instance, I think the people of this country ought to realize that the Civil Service Commission appoints candidates to government positions not by subterfuge or by nomination, but by competitive examinations. You would be surprised at many of the letters I receive from some of my old friends and some of my new friends. They have got some peculiar conception abroad in the country that the Civil Service Commission is a kind of camouflage. It is not a camouflage. We are appointing candidates in so far as we can under the system that we have devised in an absolutely impartial manner. I really believe that it would be well, if we want to have the merit system in this country, for the government and parliament to state, as the government has often stated—but it needs to be reiterated—that they are both strongly behind the merit principle, as I believe they are, and they are determined that the Civil Service Act shall be honestly and fearlessly administered.

I should like to quote from Professor McGregor Dawson something that he has had to say in his book on the Civil Service Commission in Canada, which is a very learned book and a very exhaustive one, about the office of civil service commissioner. He says:—

The early commissioners held office for life, but in 1918 this was changed so that in future appointments were made for a period of ten years, with compulsory retirement at sixty-five. The change lessened to some degree the independence of the commissioners. Under the older statutes they were quite free to make any legitimate opposition to the government without fear of the consequences. They remained undisturbed in office until they felt ready to retire. But as the Act stands at present, the commissioner whose term is almost over may feel—

And I am quoting McGregor Dawson; I am not quoting my own opinion.

—it his duty to oppose influential ministers while at the same time he may by his disagreement ruin his chances of being appointed for another ten year period. Such a dilemma, while it will occur only at rare intervals, should be made impossible by a return to the life term. Whenever an official is so placed that he must choose between his duty and his livelihood his independence has completely vanished.

I do not believe that, but I am giving you the opinion of Professor Dawson.

By Mr. Spence:

Q. You think a lot of his opinion?—A. I do, I think a lot of it. I would like to state personally, though, that I do not expect to be on the Civil Service Commission for another term, and I do not want to be. If I am left alone in the Civil Service Commission for ten years, the ordinary statutory term, it will be quite sufficient for me, so far as I am concerned. And I am not speaking personally for myself, I am speaking for the office of commissioner, as it may affect some of you gentlemen some day in the future.

I have spoken about the publicity campaign. I want to speak about an opinion that seems to be current here, that there is some extraordinary influence in the departments which really usurps the appointing power.

[Mr. J. H. Stitt.]

By the Chairman:

Q. Just a minute. You do not mention political influence, just office influence?—A. I am speaking of office influence now, yes; I am not speaking of political influence. So far as I am concerned, gentlemen, the members of parliament have left me so much alone that I have been lonely.

But there seems to be an opinion abroad that appointments are made by the departments and not by the commission. Now I would be foolish to state that one hundred per cent of all appointments are made absolutely and entirely by the commission. They are—

By Mr. Hartigan:

Q. By the "commission", you meant. You said "committee."—A. I said "commission," did I not? I do not believe that there is one-tenth of one per cent of the appointments that are not made in the Civil Service Commission and by the machinery that we have devised and by our examination system. I am proud of the examiners in our commission; I believe in their efficiency, in their competency and in their integrity.

By Mr. Glen:

Q. Would you mind repeating that statement about the one-tenth of one per cent of appointments?—A. I do not believe that one-tenth of one per cent of the appointments are influenced, or the conditions that surround appointments are determined by any other body than the Civil Service Commission itself and its officers. I am not speaking of promotions.

By Mr. Spence:

Q. That is since you have been on the commission?—A. That is since I have been on the commission, and as nearly as I can ascertain it from the evidence. There is a situation which—

By Mr. Hartigan:

Q. Mr. Chairman—

The WITNESS: Pardon me, if you will just wait until I am through.

Mr. HARTIGAN: I am addressing the chair. I have a right to address the chair. This is going out to the press, and I would suggest that the commissioners should confine themselves to information, not to a eulogy of the examiners and others.

The WITNESS: If I believe they should be eulogized, I intend to eulogize them.

Mr. HARTIGAN: The newspapers are naturally going to cater—

Mr. SPENCE: He was asked to give a statement.

Mr. HARTIGAN: Yes, I know, but there is no need for a eulogy.

The CHAIRMAN: Just a minute.

Mr. HARTIGAN: The papers are naturally going to play to the ones to whom they sell their product, and I am only suggesting that he should make actual statements as to conditions, and not eulogize anybody.

Mr. FOURNIER: I favour the commissioner giving his statement the way he thinks about it. He is giving it from his experience. If the papers repeat that, all well and good.

The CHAIRMAN: Dr. Hartigan, you know very well that we are just listening to Mr. Stitt who gives his views, and it is understood that this is his view. It does not bind anybody.

Mr. HARTIGAN: I know, but the evidence is under oath. Views would not come under that.

The CHAIRMAN: Well, he thinks so.

The WITNESS: Most of the evidence I give here is opinion evidence. It has got to be based on the evidence as I see it.

The CHAIRMAN: This is the first time that you have been here and we will give you all the latitude you wish.

Mr. GLEN: Carry on.

The WITNESS: The honourable member, Mr. Fournier—is it Hull you represent, Mr. Fournier?

Mr. FOURNIER: Yes.

The WITNESS: He raised a point here which has bothered me on one or two occasions, and I think it is a very valuable point, that in certain special positions qualifications may perhaps be worded in such a way as to favour individuals whom the departmental chiefs may have in mind. I think that can happen.

By Mr. Boulanger:

Q. In other words, they might just as well put a photograph on the requisition.—A. Just a minute. I want to tell you what I believe, in the one instance that I have discovered of that, that the departmental chief got the very best man he could get in Canada. Now that is what I discovered.

I would like to explain this. In our ordinary competitions for positions in the national revenue and in the post office departments, there are written examinations and, in addition, there is the competitive interview, the oral examination. Those examination papers are corrected by two examiners, and they are corrected under code numbers. The examiners do not even know the identity of the man's paper that they are examining. Five per cent of the papers after that are drawn at random by the chief examiner and from there—

Q. Who keeps the key to the code numbers?—A. Mr. Daly.

Q. And he has nothing to do with the correction of the papers?—A. No, he has not, Mr. Boulanger. Mr. Daly has done some work in connection with oral interviews after the examination has been held, but he has nothing to do with the correction of the papers.

The finger prints of these men are taken.

By Mr. MacNeil:

Q. Of the candidates?—A. Of the candidates on all postal examinations and all customs examinations. The finger prints go over to the Royal Canadian Mounted Police and they are compared in their library, which I believe they obtained through Scotland Yard, and there is hardly anybody that can get into the post office or the customs department at the present time—it may have been true, as Dr. Hartigan says, some time ago—

By Mr. Hartigan:

Q. Since 1935?—A. If the system is operating it is almost impossible, for we are catching many of them who answer the question on the application form, "Have you ever been convicted of a criminal offence?"—

Q. How long has that system been operating?—A. Ever since I have been on the commission.

Q. That is since 1933.—A. I could not answer that question.

Q. In 1933 you went on the commission.—A. No, in 1935.

Q. That is when the appointment was made to which I had reference, 1935.—A. I went on the Civil Service Commission in August, 1935.

Mr. GLEN: Continue, Mr. Stitt.

[Mr. J. H. Stitt.]

The WITNESS: There are thousands of appointments made in those two departments, and I cannot see how we can perfect the system very much more in order to be impartial and fair with regard to the ordinary competitive written examinations. Now I am speaking of the special positions.

By Mr. Hartigan:

Q. Yes, but Mr. Stitt you are depending on your examiner in that locality.—
A. I am speaking of the written examinations.

Q. I mean written examinations.—A. Oh, no, he does not correct the written examinations, they all come into the commission.

Q. What I mean is, as an aid to an improvement in that system, if your examiner, who is conducting the written examination, will accept a paper or allow a person to bring a paper already written into the room, where do you get off? Your examinations are not worth that.—A. I think that is impossible. I think if you examined Mr. Daly on the procedure at examinations throughout the country you would find that nobody could write on any paper except the paper that is given by the examiner. I think that is covered.

And now I want to get to the point Mr. Fournier raised with regard to certain positions. You know what the psychology of people is, they are all varied. You get a man, for instance, who wants an associate to get in the government's employ. He goes to his deputy minister and he says I want such-and-such a man, and they draw up certain requisitions and they demand certain qualifications. Now, a member of our organization branch, an investigator, will tell you that that is habitual with this particular department. He knows the needs of the department and he goes over that requisition, and the classification is carefully reviewed before the essential qualifications are incorporated into the public advertising. Before they get into the public advertising they are checked by the chief examiner. After that they go to the chief executor officer and then they have to go to each of the commissioners—one, two, three; and we check and scrutinize them very carefully. I have had them changed. There is one competition pending at the present time, and if you will pardon me, I do not want to mention names of any department or of any individual—that is not my purpose here today at all—and that competition was carried so far and it has never been concluded. But I know that it can happen. I know that it is possible, no matter how we devise these things.

By Mr. Boulanger:

Q. You understand what our complaint is? Our complaint is that standard qualifications are not followed often enough, that very often the chief of a department writes out special qualifications?—A. They do get special qualifications.

By Mr. Deachman:

Q. Are these special qualifications necessary in fact?—A. I believe they are.

By Mr. Fournier:

Q. But not to the extent of building up this volume?—A. Are those qualifications, or is that the scale of salaries?

Q. This is the classification of the Civil Service of Canada?—A. Those are not qualifications, those are the salary ranges.

Q. They give the name of every position.

By the Chairman:

Q. You know, Mr. Jackson has not been popular in that regard?—A. Now, Mr. Chairman—

Q. You know that very well.—A. Mr. Chairman, I wish you would not ask me a question that way, because I have got to answer it in the negative.

The CHAIRMAN: Continue with your statement.

By Mr. Tomlinson:

Q. I suggest that you answer. What is your opinion as to Mr. Jackson?—A. If you want my opinion as to Mr. Jackson I will tell you what it is; I think Mr. Jackson is one of the hardest working men, one of the most energetic and the most competent men in the investigation branch. That is my personal opinion.

The CHAIRMAN: But he did things you would not have done yourself.

The WITNESS: Thank you.

The CHAIRMAN: If you take it as a compliment to yourself, it is not a compliment.

The WITNESS: I am taking it to mean—

The CHAIRMAN: It is the way it is meant.

The WITNESS: You may have information, Mr. Chairman, that I haven't got.

By Mr. O'Neill:

Q. Did I understand you to say that when a special qualification is required this special qualification comes before each member of the commission and that they pass on it before it is sent out to the public?—A. Yes. Before the advertising goes out to the public it is carefully scrutinized by the officials of the commission.

Q. I have one right in my pocket, and it is a most amazing document?—A. Yes, they are amazing documents, there is no doubt about that.

By the Chairman:

Q. You know, Mr. Stitt, that Jackson has a blank cheque from the commission and at times he signs qualifications which are drafted for him—you know that.—A. I know that we never had—

Q. Don't try to make a white man with a negro. We are ready to make a distinction between the good and the bad, but don't paint everybody in white.—A. No, I won't, Mr. Chairman; but I have got to tell you what I think.

Q. It is a very friendly warning, Mr. Stitt. You are a friend of mine, and I tell you that in the most friendly way.—A. I appreciate that. I am going to be perfectly frank with you concerning the statement I want to make in regard to Mr. Jackson. I have had him in many times in my office and I have cross-examined him because I have wondered if the increases in salary in the Department of Agriculture were not a little out of line at times, the reclassifications; and I must admit that I have never caught Mr. Jackson doing anything wrong, to my own knowledge, and I have questioned many things.

The CHAIRMAN: Yes, but Mr. Stitt I will show you things that you will frankly disapprove of. It is dangerous ground. Speak for yourself, do not speak for the others.

Mr. GLEN: That is a good precedent, Mr. Chairman. I would suggest that we let Mr. Stitt continue with his statement.

The CHAIRMAN: Yes, go on with your statement.

The WITNESS: Here is something that bothers me at times, and I take extraordinary care. I have talked over the matters that have arisen and he has [Mr. J. H. Stitt.]

assisted me with them. But a man will be brought into the service in this way; the department will say, now we have got to get this work done and we have to have a temporary appointee and we would like a temporary certificate for so-and-so—do you get me? And he gets into the service for a six months' period or sometimes it is extended, as Mr. Fournier knows, at the request of the department for another six months, and then there will be a competition. And I have discovered after the event that the qualifications were rather drawn around this individual, or appeared to be. Now, last night when I went to my room I put down what I thought would be a suggestion that the committee might consider to cover such a case when it arises. If you take this down carefully—

By Mr. Fournier:

Q. Would that apply to section 21 there?—A. What is section 21?

Q. It reads: "if necessary to prevent any serious interference with the public business, but not otherwise, may fill the position at once by making a temporary appointment as prescribed herein." That is subsection (2) of section 1.—A. That is right. (1) Every person appointed to a position in the public service through open competition who was previously temporarily employed therein shall be reported to parliament.

Q. Shall be reported to parliament?—A. I just wondered how that would appeal to you. The said report shall contain the name of the department, the person appointed, the position in question, and the remuneration paid therefor. And when I make these suggestions, Mr. Chairman and gentlemen, I do not think they arise very often. I think the departmental heads and also the senior officers in the departments want the most efficient help they can get. (2) In every application to the Civil Service Commission for the appointment of an official by special examination the deputy minister of the department in which the position is located shall certify by solemn declaration or affidavit that he has carefully scrutinized the qualifications to be published advertising such position and that the said qualifications to the best of his knowledge and belief are not drawn to give any known person any undue advantage in appointment. A similar certificate should be given by the investigator of the Civil Service Commission whose duty it is to pass upon such qualifications. Notwithstanding compliance with the foregoing conditions, the Civil Service Commission shall have the right to amend any such qualification in order to insure fair competition to all prospective candidates. That is—I am just giving you this suggestion for what it is worth. Your opinion is just as sound as mine. There are many lawyers on this committee with far more experience and ability than I have.

The CHAIRMAN: We are all good men.

The WITNESS: It really struck me that if in positions, especially positions where the man appointed has been previously a temporary encumbant of the department—if they had to be reported to parliament the deputy minister and chiefs of personnel and high officials are going to be careful how they draw the qualifications. There is another item here (3): Classifications shall be drawn in general terms so as to ensure that proficient candidates shall not be unreasonably debarred from competition. For instance, we have places in advertisements where a man must have four years' experience, or five years' experience, and if a certain man has only three and a half years' experience or four and a half years' experience, as the case may be, such a candidate might be technically debarred. Do you understand what I mean? I would think that qualifications ought to be drawn in general terms so that no proficient candidate is debarred technically from competing.

MR. HARTIGAN: A boy coming out of college with his B.A. is debarred.

By Mr. Deachman:

Q. I have one here now: "at least seven years' experience in estate administration"?—A. Yes, personally, I think that is drawing the line too fine and too tight. I have raised the question before. In fact I have raised it in a case and wrote a legal opinion on it, but I was not upheld.

Q. Would you mind examining this particular advertisement?—A. Yes, I will be pleased to. Do you wish me to read it now?

Q. Yes.

By Mr. Glen:

Q. It is a customary thing to advertise, is it not?—A. Yes, this advertisement recently went out:—

Superintendent, Reserves and Trusts, Indian Affairs Branch, Ottawa, \$4,020 per annum. Education university standard, 3 years' legal training in conveyancing and estate work, familiarity with Dominion, provincial, territorial land, mining, timber and estate laws, at least 7 years' experience in estate administration, preferably management of lands; timber, mineral rights, three of which years shall have been in a position of executive responsibility, preferably knowledge of game conservation and development. Applications obtainable at Room 176, Hunter building, Ottawa, should be filed with Civil Service Commission, Ottawa, not later than June 15, 1938.

Q. To my mind that man is worth \$50,000. He has lots of education.

By Mr. Spence:

Q. Do you think there is a man in Canada fit to fill it according to your advertisement?—A. There is one item I believe you mentioned that strikes me now as one of those items that ought not to be there—that seven years, especially.

By Mr. O'Neill:

Q. You passed that?—A. Yes, I did pass it.

By the Chairman:

Q. Don't you think there is a catcher in that?—A. Yes, there may be.

By Mr. Glen:

Q. Is not that the kind of advertisement that is going to fit one particular person?—A. It may be.

By Mr. Tomlinson:

Q. Where was that advertised?—A. Throughout the breadth and length of Canada. I remember there was a special appropriation given for advertisement in this case.

Q. In newspapers?—A. Yes, this is in newspapers.

Q. That was a special.

By Mr. Fournier:

Q. You do not know whether these qualifications fit one man?—A. I do not.

Q. But somebody in the department who prepared these qualifications with the official of the commission might have somebody in mind?—A. He might.

Q. With some specific qualifications?

Mr. GLEN: As far as the commission is concerned—

By Mr. Spence:

Q. Would it be possible that the man was already selected for the position before the advertisement appeared in the newspaper?—A. It is quite possible. They might have a man in mind.

By Mr. Glen:

Q. As far as you are concerned, you do not know that?—A. I certainly do not.

By Mr. Fournier:

Q. Nor any other commissioners? The commissioners do not?—A. I certainly do not. I would like to explain, gentlemen, that in this particular case they want a man who is evidently going to be a solicitor in charge of Indian reserve trusts, and they want a very special kind of man. There is no doubt about it. That is required.

By Mr. Golding:

Q. Might it not be in the interest of the department to have that particular man?—A. Absolutely, it might be.

Q. I think it is quite possible.

By Mr. Fournier:

Q. It was not open to the public then. I know people from away down below Quebec who were applying for that position, and I know they have not those special qualifications, though they could fulfil the job.

Mr. TOMLINSON: Are you sure they could fulfil the job?

Mr. GOLDING: If objection is taken to the advertisement because it is so worded as to take in this particular man, the possibility is that there is nobody who has any need of making application at all; they would not come under the requirements.

Mr. BOULANGER: That is fooling the other applicants.

Mr. GOLDING: No.

By the Chairman:

Q. Now, Mr. Stitt, I will ask you a serious question which affects a great number of people. Do you not find it unfair for an application to be published and circulated throughout this country advertising a position for competition when one man has already been chosen to fill that job?—A. I agree with you 100 per cent, Mr. Chairman. I do not know that this is one of those cases in point, but I do think this—I think it would tend to increase the respect for the departments and for the Civil Service Commission and for everybody concerned, if they want a special man like that, to ask us to exempt him from competition and allow him to be appointed or appoint him in the estimates.

Q. Very well.

Mr. BOULANGER: That would be more sincere.

By Mr. Deachman:

Q. Is that man possibly within the department now, and could not he be appointed by promotion?—A. Yes.

Q. If that be the case.—A. If he is, that is what ought to have been done.

Q. That would be the proper thing to do?—A. Absolutely.

By Mr. Hartigan:

Q. The commissioners must let an advertisement go through their hands in that form?—A. No.

Q. Have not the commissioners any option?—A. They have held them up.

Q. It is wasting a lot of money—that special appropriation?—A. I scrutinized this advertisement when it went through, and I had some qualms about it, but I read it through, being a lawyer, because it looked like a legal position. The only thing I could get my hands on was seven years. I believe Mr. Deachman raised that point. I said to myself: We will let this thing go so far. Sometimes you can catch a thing better after it gets out in the open than you can in the beginning.

By Mr. O'Neill:

Q. Did the department that submitted this recommendation to you—did they offer you any reasons for that very particular clause when they stipulated seven years? I think if they had asked for somebody with a resonable amount of experience, it might have been different, but to stipulate seven years—did you ask them why it must be seven years?—A. I did not ask that question.

Q. I think it might be properly asked before that advertisement was sent.

By the Chairman:

Q. Before we adjourn, would you have any objection to make a check, and if you find anything wrong would you have any objection to recommending to the commission to cancel the competition?—A. Not at all.

By Hon. Mr. Stewart:

Q. In that case would you have to advertise for an appointment coming in like that under the Act? When this application or request came in would you have to advertise? Had you any discretion about it?—A. We have discretion to look over the qualifications.

Q. No, but to advertise?—A. Oh, no.

Q. You have to advertise?—A. We have to advertise the position.

By Mr. Tomlinson:

Q. I am talking about advertising; this is a special advertisement?—A. Yes.

Q. You do not advertise all your positions in the papers throughout the country—the newspapers, do you?—A. No, not all of them; but we do advertise specially positions of this nature which are of a very special nature. For instance, how many lawyers of large experience in the administration of Indian affairs and Indian laws and Indian Trust laws—

By Mr. Hartigan:

Q. How many people outside of the department in Ottawa would have seven years' experience? Why bother advertising that at all?—A. Oh, well, the seven years' experience is, "at least seven years' experience in estate administration." Any lawyer would have seven years' experience in estates.

Mr. GLEN: I think I could get a boy in Manitoba who could take that position now.

The committee adjourned to meet at 11 o'clock Wednesday, June 1.



Government
Publications

BINDING SECT. JAN 21 1980

Government
Publications

